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THE

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NOVEMBER 1920

NO. 12

Features

Saskatchewan Has Whitley Council

Ottawa Votes for Labor

Preference to Veterans

Rights of Women

Silas Wegg

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DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

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F. GRIERSON, Business Manager.

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No. 12.

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ECONOMIC SLAVERY

The present economic position of the permanent and temporary civil servants of the federal government is a simon pure example of economic slavery. The average salary is about \$900.00 with a paltry and humiliating bonus. The present winter promises numberless anxieties and distress in thousands of our homes. The maximum bonus in the British Isles, the cradle of the Empire, and the land of our precedents and ideals is \$2.500. Our maximum is \$420, while the cost of living in Great Britain has increased but 25% more than in Canada. A man or woman, married or single, in Great Britain on a \$1,000 salary receives \$950.00 bonus. A Canadian servant employed in London receives \$150 Canadian bonus. If he received the Great Britain bonus he would receive over \$1,000.

Organizations should arouse themselves from their lethargy. All branch associations should draw up strong and sturdy memorials expressive of protest against discrimination and injustice. The Civilian will gladly act as the depository for such appeals, and see that these are appended to the memorial to be presented to the Prime Minister on his return to Ottawa at the end of the month, by the officers of the Federal Union of Ottawa, under sponsorship of the Labor Congress of Canada. The memorial will disclose the economic conditions amongst civil servants which demand an increase of 25% or 40% in addition to present salary and bonus by Governor General's warrant, to date from April 1, 1920. The public is not being, and cannot be, well served under conditions of this kind.

— CALL A SPECIAL MEETING.

ACT AT ONCE.

Note:—Get this in your local press. Emphasize fact that the public will inevitably suffer from a continuance of such conditions.

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THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

Saskatchewan Has Whitley Council

Last spring Saskatchewan organized a Civil Service Association consisting of members of the provincial government service. This association interests itself in problems and grievances of members of the service, concerning which it makes representations to the Premier or Civil Service Commissioner. On June 1st the government recognized the association to the extent of providing for a joint council representing the government and association, and as deputy ministers are considered as representing the management of the civil service the government selected three as their representatives, namely: W. W. Amos, Deputy Provincial Secretary; J. M. Smith, Deputy Minister of Public Works, and Thomas M. Molloy. The Civil Service Association then selected three members, namely: Messrs. R. N. Blackburn, G. W. Dill and A. A. Woods. This council held their first meeting on June 2nd, secured a permanent secretary in the person of Edward Oliver and elected Thomas M. Molloy as chairman of the council. A constitution was drawn up to govern the operations of the council, and since then the council has met from time to time and dealt with many and varied subjects, including complaints as to salaries, allocation of work, holidays, sick leave and the operation of the staff dining-room.

Constitution to Govern the Saskatchewan Civil Service Joint Council

1. *Name*:—This council shall be known as the Saskatchewan Civil Service Joint Council.

2. *Aims and Objects*:—To deal with matters affecting the civil service and when considered advisable to

make recommendations to the proper authorities for action.

3. *The Council*:—The council shall consist of six members, composed of three members appointed by the executive council and three members elected by the executive committee of the Civil Service Association.

4. *Officers*:—The officers shall consist of a chairman, vice chairman and secretary to be appointed by the council.

5. *Secretary*:—The secretary shall not necessarily be a member of the council.

6. *Meetings*:—The meetings of the council shall be held in the Parliament Buildings each Friday at 10.30 a.m. unless otherwise decided by the council.

7. *Special Meetings*:—A special meeting of the council shall be called by the chairman, when he is requested so to do in writing by any two members of the council and a written notice of each such special meeting stating the time and place, when and where it is to be held, and in general terms the nature of the business to be transacted thereat, shall be given by the chairman and such notice shall be delivered to each member of the council personally at least three clear days prior to the date of meeting. No business other than that stated in the said notice shall be transacted at any special meeting of council unless all the members of the council are present, in which case, by unanimous consent, any other business may be transacted.

8. *Quorum*:—A quorum shall consist of four members. If either party to the council fails to appoint the full number of members whom it is entitled to appoint then the members representing the other party in excess of the number representing the de-

faulting part shall be allowed to sit and speak at the council but not to vote. If any member is absent from a meeting of the council the foregoing provisions shall apply as if that member had not been appointed. The party affected shall determine which member or members shall be refused the vote in accordance with the foregoing provisions.

9. *Voting*:—All voting in the council shall be by show of hands but any member shall be entitled to have his vote recorded in the minutes.

10. *Each member* of the council shall be entitled to vote and a majority shall decide all questions. The chairman may vote on all questions but shall not have a casting or deciding vote.

11. *Committees*:—The council may appoint such committees as may be deemed advisable.

12. *Complaints*:—Complaints of civil servants must be brought to the attention of the council through the medium of the executive of the Civil Service Association in writing, and shall only be considered after the matter in dispute has been regularly presented to the deputy minister or executive officer concerned.

13. An employee or group of employees referring a matter to the council shall if deemed necessary by the council have an opportunity to appear before it and present the case or may select not more than three spokesmen to present the case before the council.

14. The council may call official or employee before it to give information regarding any matter under consideration.

15. Any representative of the civil service or the Government shall have the right to withdraw temporarily from any meeting of the council when

matters affecting their interests are being discussed.

16. When the council reaches an agreement on any matter its recommendations shall be referred to the deputy head of the department concerned and to the civil service commissioner.

16a. When the recommendation of the council has been forwarded to the proper authority as provided in Section 16, and if in the opinion of the council proper action is not taken by such authority, the council may if it deems advisable appeal to the minister

in charge of the department concerned.

17. This constitution may be amended by a majority vote of the council at any regular meeting provided that the notice of such proposed amendment has been given at a previous regular meeting.

Special Cost of Living Committee.

May 8th, 1920.

(*Precis of Report National Whitley Council of the United Kingdom.*)

General observations.

The bonus award recommended and applied under the report of this Committee is based on the pre-war (July 1914) rate.

The official Cost of Living figures quote the increase from July 1914 to February 1920 at 130 per cent. Increase to industrial staffs ranged from 100 per cent. to 180 per cent. for that period.

The Committee had to determine the extent to which Civil Servants should be called upon to share in the national burden by foregoing full compensation for the decrease in the purchasing value of the dollar. "In the case of the lowest wage grades the pre-war margin of subsistence was so limited that the award to them of a percentage increase corresponding to

the full percentage increase in the cost of living since 1914 is justified and is amply supported by outside practice."

Bonus Scheme.

(a) Where the ordinary rate of remuneration does not exceed \$450 per annum.

130 per cent. of ordinary remuneration.

(b) Where ordinary rate of remuneration exceeds \$450 per annum but does not exceed \$1,000 per annum.

130 per cent. on the first \$450.

60 per cent. on such amount of ordinary remuneration as is in excess of \$450 per annum.

(c) Where the ordinary rate of remuneration exceeds \$1,000 per annum.

120 per cent. on the first \$450 per annum.

45 per cent. on such amount of ordinary remuneration as in excess of \$1,000 per annum up to \$5,000 per annum but not exceeding \$2,500.

The bonus is applied equitably to all, married or single, irrespective of age or sex, established or unestablished, as well as part time employees on certain terms.

"The bonus described in sub-sections (a) (b) and (c) to be increased or decreased by 1/26th (*i.e.* 5/130) for every 5 full points by which the average cost of living figure, so determined, rises above or falls below 130, variation of less than 5 full points in either direction being ignored."

Will Pack and Take a Train

By Rupert Brooke

I will pack, and take a train,
And get me to England once again!
For England's the one land, I know,
Where men with Splendid Hearts may
go;

And Cambridgeshire, of all England,
The shire for Men who Understand;
And of that district I prefer
The lonely hamlet Grantchester . . .
But Grantchester! ah, Grantchester!
There's peace and holy quiet there,
Great clouds along pacific skies,

And men and women with straight
eyes,
Lithe children lovelier than a dream,
And little kindly winds that creep
Round twilight corners, half asleep .

Ah to see the branches stir
Across the moon at Grantchester! . . .
. . . and hear the breeze
Sobbing in the little trees.
Say, do the elm-clumps greatly stand,

Still guardians of that holy land?
The chestnuts shade, in reverend
dream,
The yet unacademic stream?
Is dawn a secret shy and cold
Anadyomene, silver-gold?
And sunset still a golden sea
From Haslingfield to Madingley?
And after, ere the night is born,
Do hares come out about the corn?
Oh, is the water sweet and cool
Gentle and brown, above the pool?

Ottawa Votes For Labor

By William Harris.

For three months the civil servants in Ottawa have been in a ferment. Over thirteen hundred had grown impatient under economic abuse and the failure of obsolete methods to eliminate it, and affiliated with Labor; thousands more had been watching them with mixed emotions, hoping yet fearing, while a few score were noisily antagonistic. It was plain that if such a state continued the last would be worse than the first. Everyone could see it. So it was decided to settle the question by a trial by ballot. The idea seemed to originate among the officers of the Civil Service Association of Ottawa, but Federal Union No. 66 welcomed it with enthusiasm and confidence, and thus the two rival bodies pulled together like brothers.

On Friday, October 29, the day of the referendum, the Associated Federal Employees of Ottawa (Union No. 66), voiced some doubts regarding the electoral system being employed by the old association and were assured by T. R. L. McInnes, its president, that every precaution would be taken to see that the referendum was impartially carried out. However, through the columns of the *Civil Service News* and the daily press the Civil Service Association of Ottawa carried on a hot campaign against affiliation with labor, necessitating explanations and denials from the officers of Union No. 66 up to the eleventh hour.

The vote was taken on the following ballot:

"ARE YOU IN FAVOR OF THE CIVIL SERVICE ASSOCIATION OF OTTAWA AFFILIATING WITH LABOR, UNDER A CHARTER DERIVED FROM THE TRADES AND LABOR CONGRESS OF CANADA?"

and resulted as follows:

For affiliation	3525
Against affiliation	2517

Majority for affiliation 1008

By departments the vote was:

Department.	Yes	No
Agriculture	110	58

Auditor General's	86	65
Civil Service Commission.	68	66
Conservation Commission.	9	22
Customs	208	82
Finance	145	66
Fisheries	40	7
Distribution office	1	19
House of Commons staff.	19	67
Health	32	28
Indian Affairs	11	46
Interior	450	397
Immigration and Colonization	57	43
Insurance	20	4
Justice	23	20
Labor	82	30
Library of Parliament	4	8
Marine	42	77
Mines	48	15
Militia	260	426
Naval Service	144	36
Patents	32	44
Privy Council	14	0
Governor General's Secy's office	1	7
Printing Bureau clerks	79	20
Public Works	205	104
Post Office	532	279
Railways and Canals	74	8
Railway Commission	50	6
R. C. M. Police	12	2
Secretary of State	32	75
Senate	11	9
Soldiers' Settlement Board	15	1
Trade and Commerce	27	39
Bureau of Statistics	117	89
Geological Survey	75	38
Board of Pension Commis'ers	317	141

Thus federal employees in Ottawa declared themselves. The result was no doubt a surprise to the stand-patter and the ultra-conservative, the Peacers-At-Any-Price and those of "Great Possessions", but to the great mass of the service who read and inwardly digest it appeared eminently right and natural. It but mirrored the trend of events the world over.

And now the great question is, What next? Will the civil service in Ottawa be known in future as Union No. 66? This is what Mr. Tom Moore says about it:

"There has been no mandate from the Civil Service Association and the congress executive will deal with the question as it arises. The service by a general vote de-

cided to affiliate with labor. It was not confined to the association. The easiest way is for the civil servants in the majority to join up with Federal Union 66. But no definite decision can be given until matters develop further.

"It is rather pleasing to know", added Mr. Moore, "that the civil service as a whole displays more confidence in the Trades and Labor Congress than the Civil Service Association. If they had not, they would not have voted as they did, as the statements of the association officials were equal to saying that affiliation with organized labor would retard their own progress. Of course that was nonsense, and I am glad to see the common sense of the service was triumphant and recorded a majority which I take as a vote of confidence in labor."

Mr. F. W. Patterson, the new president of the Associated Federal Employees of Ottawa said:

"I'm more than pleased at the clear and unmistakable way in which the civil service at Ottawa has declared itself in favor of affiliating with labor. The result will be, I feel sure, that many if not all of the present injustices felt by the service will be removed.

"More cordial relations will be established between the civil servant and his employer. It means that the service has decided to stand shoulder to shoulder with the other organized workers of this country, and we trust that the expression of opinion given will be followed by the necessary action in the near future. This will mean great efficiency, and greater contentment in the service at large.

"As far as the Associated Federal Employees of Ottawa are concerned, our motto will continue to be as it has been in the past, and that which became so popular during the late war, "Carry on."

But the results for good will be beyond all computing if Ottawa's example will arouse the whole country to similar action. There are fully 50,000 government employees from coast to coast who cannot fail to be stimulated and encouraged by the wisdom of Ottawa. The day of the civil servant dawns!

Veteran Preference in Civil Service

By May B. Upshaw

(Report presented by Miss Upshaw, of the Municipal Civil Service Commission, New York City, to the Assembly of Civil Service Commissions of the United States and Canada at their meeting held in Colorado Springs, Colorado, on June 23, 1920.)

At the close of the war, a wave of appreciation swept over the country for the men who had won it, and various forms of veteran preference for public employment were adopted which may be divided into the following classes:

(1) Absolute preference in entrance and promotion examinations and appointments to all veterans of all wars.

(Which means that all veterans who are able to pass the required examination will be placed at the head of the respective lists and given appointment over the heads of all non-veterans receiving higher percentages: these men to be placed at the head of the list in the order of the percentages they attain, no distinction being made in regard to wounded and disabled men. Under this plan a man entering the service on the day of the armistice would have the advantage over a disabled comrade if he beat him by a fraction of one per cent. in the examination. It is doubtless the basic purpose of veteran preference legislation to have special regard for the wounded and disabled men who are having difficulty in securing private employment. These men will not be given proper consideration under this plan and will have small chance of receiving public employment, competing against the many thousands who were in the war in various capacities.)

(2) Absolute preference for all veterans for examinations and appointments for entrance to the service.

(3) Absolute preference for entrance appointments for all veterans wounded and disabled in the line of duty.

(4) A fixed additional percentage given to all veterans without distinction. Under this plan all veterans who pass examination will be given a certain number of points to be added to the rating attained by them in the examination.

(5) Appointments of veterans on application without examination for positions for which the appointing power deems them fit, without special consideration to wounded or disabled men.

(6) When veterans receive the same percentage as any other candidate in any examination they are to be given preference over them on the list.

(7) A competitive rating for service such as the original plan devised by Commissioner Drennan of the New York City Commission.

Some of the various modifications and combinations of the above plans include Red Cross Nurses and the widows of deceased veterans and dependents of disabled veterans.

The American Legion at its convention in Minneapolis November 15, 1919, declared its belief in absolute preference for wounded veterans unless their physical disability disqualifies them. They further recorded themselves in favor of allowing preference to veterans and widows of deceased veterans over candidates otherwise equally qualified, and that the qualities of patriotism and discipline should be recognized in examinations, and that under these headings a further percentage must be allowed to all the veterans of the World War.

It is my earnest belief that for the good of the service, to which we must give first consideration, the civil service commissions should not stand aloof or in hostile opposition to all forms of veteran preference. It is already affecting by far the greater number of civil service positions in this country and in Canada, and in many cases, by unscientific legislation, it is defeating the very purpose for which it was devised and doing increasing harm. In the study made of this subject, various representative interests organizations and individuals have been consulted, and, with practically no exception, there was strong

feeling that a veteran disabled in the line of duty should be preferred for public employment. Various non-veteran organizations of public employees believed that they should stand aside even to their own detriment for such a class. But the relief acts for most of the jurisdictions do not give special preference for the wounded and disabled. They place in one class the men entering the service on the day of the armistice for the most part having suffered no loss or risk to themselves or their affairs, and those cruelly disabled in our behalf, who are having grave difficulty in finding private employment. The official statistics give approximately 30,000 wounded men in the World War from New York State; and about 10,000 of these, seriously wounded and disabled. What practical good is an entrance preference for these men, if the millions of able-bodied persons who served, or were about to serve, in various capacities have equal preference?

I have consulted leading officials in the Legion, as well as the rank and file, and I have found, as I expected to find, that the men whose unselfish consideration for their wounded comrades thrilled us in the war were the same men with the same consideration. Some of them wanted no preference for themselves, after the first object was accomplished; and some wanted a second preference only; and they were angry and amazed to find the sort of preference that is being fastened on the country against their expressed will.

There appears to be no doubt that all commissions will have some form of veteran preference. Is it not better, therefore, to agree on the fairest and best plan and to work together with the Legion to that end, than through lack of organized effort to suffer the evil effects of the mass of ill considered legislation which is being passed throughout the country?

I wish to recommend for the consideration of this assembly a plan giving absolute preference to all wounded and disabled veterans in all examinations for entrance to the service, and a competitive rating to all other veterans for war service rendered.

The following is a brief statement of the conditions existing in various jurisdictions:

Australia:

(Section 26A and 34C of the Public Service Act as amended in 1915). A preference in appointment is accorded to members of "expeditionary forces" with a passing mark.

Canada:

(Section 39, 2A, Civil Service Act). Preference in all examinations for persons "on active service overseas", provided they obtain a passing mark.

United States:

(Section 1754, Revised Statutes and Act of July 11, 1919). Absolute preference accorded to veterans and widows or wives of dead or injured veterans, provided they obtain a passing mark.

California:

(Section 27, Civil Service Act). Preference restricted to veterans who obtain an equal rating with a non-veteran.

Connecticut:

No preference accorded veterans

by law. State Civil Service Commission provided on January 4, 1919, that in rating a candidate's experience and training "due credit will be allowed upon proof of service in the Army or Navy", and "double the usual credit will be allowed where the candidate has been wounded or otherwise disabled by reason of such service and has completed the Government's rehabilitation course."

Illinois:

(Section 10, Civil Service Code). Absolute preference accorded veterans of all wars "provided they are found to possess the business capacity necessary for the proper discharge of the duties of" the office to be filled.

Federated Association of Letter Carriers

PROGRESS OR POVERTY

By F. G. Bushell (Vice-President).

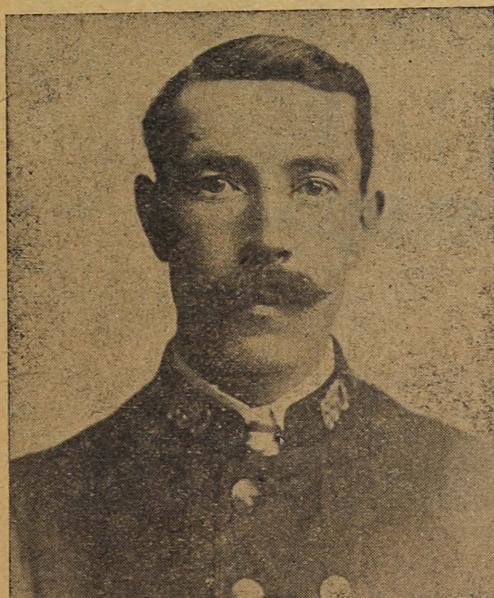
"Progress or Poverty. If not the first, then it must be the latter."

"We are not red blooded. We desire progress, but we refuse the price."

Two statements in the last issue of *The Civilian*. Truth hurts, and so does the surgeon's lance, but the operation performed, gladness takes the place of sorrow. Brother Tulley comes out four-square for our affiliation with labor, and we owe him thanks for his lucid explanation. False dignity has worn away in the onrush Democracy. Associate with the toilers and study their conditions from the inside. Sure, but how are we situated regarding affiliation amongst ourselves in the Postal Service? For years we have had Clerks, R. M. Clerks and Letter Carriers Associations. We have each approached our employers and been rebuffed. Each brindly returned to their branch of activity and awaited the next opportunity. We, the Letter Carriers, have asked that a Conference be held to consider federation of the Postal Associations, believing that the closer relation, the expression of aims and unification of ideas would

simplify our dealings with the Government. False dignity at the expense of bread and butter, a price that is overwhelmingly apparent in 1920. What is the matter with the ordinary postal employee? Does he think he is not allowed to organize? Does he think he would not be given the hearing of the man that carries a

card? Is he of the jellyfish variety that withdraws at the least touch of opposition? Does he consider that his grievances become smaller for nursing, or larger? Recently at Winnipeg there was concluded an agreement between the Canadian National Railways and their employees. The Western section, from Port Arthur to Vancouver was represented by nine picked men, and the agreement, before it was finally ratified, covered twelve days' discussion and represented an increase of wages of \$200,000 per month, or an average of \$28.00 to each employee. What do you think would have happened to the Railway Clerk, or the Fireman if he had not been affiliated or amalgamated? Do you think they would have been heard yet, had they each to approach the Board separately? Echo answers, No. Now, brother Postal Employees, awaken, study the economic development and you relation to each other. You are all wage earners and wages are fluctuating in value. Sometimes they procure more than others, but they must procure a sufficiency or you fall in debt. Worry kills more men than hard work, and worry robs your wife of her girlish beauty. Do not be a piker, join the movement for a fuller expression and a better relationship with your employer. Progress or Poverty!



Mr. F. G. BUSHELL,
Vice-President F. A. L. C.

At the Sign of the Wooden Leg

Solitaire At Home and Abroad

I had lighted my pipe and seated myself at a table, and had begun to distribute the cards for a game of solitaire, when Mrs. Wegg spoke up.

"Why don't you go out with the boys and play a real game?" said she.

I went, and parted with the twenty dollars I had in my pocket for the coal dealer, and returned a better man.

All this demands explanation, because it is not wise, hardly honest, to waste on red diamonds the roll that is needed for black diamonds. That is, as a rule. There are exceptions, however. No one should think too deeply about the necessities of a coal dealer when he is gaining experience and, incidentally, getting copy for *The Civilian*. An ounce of wisdom is worth a ton of coal any day, and you don't have to carry out the ashes.

What I learned was that Mrs. Wegg was right. It is better to play a real game, even though a dealer of one sort comes into possession of what belongs to another kind of dealer, rather than spend one's precious hours over the sham battles of solitaire. This is my pennyweight of wisdom, my mustard seed of truth, which I hope may grow into a tree of knowledge ample to cover a page or two of print.

Solitaire has its attractions, but its dangers also. It is not necessary to waste an hour at the telephone seeking someone to complete a quorum for Auction when all one has to do is to challenge the ever-available Chinaman to a contest. Who that loves a good rubber has not fretted and groaned over the problem of finding a "fourth"? There are no limits to which an Auction fiend will not go in his efforts to corral players for a game. He will thumb his way from Aarons to Zvengali in hope that some acquaintance, be he the parson himself, may have the evening at his disposal. Ah, it is pitiful, here a whole cityful, fourths there are none.

But I do not aim at writing now about the perils of Auction. We will

not cross that bridge until we come to it. I wish merely to point out how easy it is to drop into a game of solitaire as compared to other games. Therein lies its first danger.

Even our pleasures should demand some effort of us, some sacrifice to make them of worth. You know how easily easy money goes. The first dollar of a legacy is spent with delight. After that one longs for the joy he had in jingling in his pocket the coins he obtained by hard work. That is the money that yields gladness in the spending, each coin bearing the image and superscription of one's own personality. Thus it is with playing solitaire. The enjoy-

Chink, or Colonel Bogey, rather than surrender all our self-respect.

Of course it is safe. There is no chance of the house being pinched and of you being haled before the magistrate to answer for your misdeeds. Some games may not be worth the scandal, but it is better to be jailed for playing stud poker than coop yourself within the prison of a lonely pleasure.

You know by this time that this is all by way of figure of speech. Silas Wegg, senior clerk and church warden, is not advising you to devote your nights to gambling. All he is trying to get across is the idea that it is necessary for the development of a civil servant's character, for he dares not preach outside his parish, to avoid the easy job, to seek problems that will try his mettle, and to take some chances with fate. When Mrs. Wegg advised me to get into a real game, I think she had Silas Wegg, the civil servant, and not Silas Wegg, the solitaire player, in mind.

The routine task is the tempting solitaire of the service. All we ask for is a table and a pack of cards — we say a desk and a file of papers — no one to bother us, and our happiness is complete. What we need, though, is an occasional demand for poker wits, a sharp summons to heed what someone else is about, and a show down now and again when we will have to stake our future on our ability to make good.

How many in the service are looking for a real game? True we all like the salary appertaining thereto, but do we not come to prefer to play against the Chinaman rather than against flesh-and-blood folks? For instance, here are two jobs — one to put some definite piece of work through along lines never before attempted in one's department, the other to report on that work when it is done or to audit the accounts when the expenditures have been made. The former is the real game; the latter



"Why don't you go out with the Boys and play a real game."

ment can be only second-rate. There has been no preparation for the feast, none of the thrills of the night before a holiday without which the holiday itself is a mere incident and not an event.

It is too easy to drift into solitaire playing, and too easy to maintain the game. We have no foeman worthy of our steel, except the hypothetical Chinaman who has been invented by us to spare our pride, because no one feels elated over winning out against nobody. We call our opponent the

Your
Humble
Servt:
Silas
Wegg

becomes solitaire. The former demands initiative; the latter only shuffling of the cards. It is the difference between competing and computing, between compelling and compiling. We grow to desire the second of these functions.

Most of us get to believe that we are dealing with dead things, or things as remote as the rings of Saturn, which have no direct application to life about us. This is especially true of the inside service. Collectors of customs are handling actual coins of the realm; postmasters are stamping real letters; engineers are building wood and iron bridges. We must not include them in the list of solitaire players. The danger of the deadly routine is always more pronounced at head office than anywhere else.

How can we break up, or break away from, the solitaire habits that tend to enchain us? The same cards are used for solitaire as for poker; the difference is in the spirit of the game. So the same problems of administration are before us all, and it is up to us to decide whether we are to regard them as lifeless things, bits of pasteboard, scraps of paper, or as the leaves of fate potent to direct each one's future.

All depends on our attitude towards the game. Are we playing for fun or for keeps? The clerk who plays for fun, or just to fill in the time, is he who regards the day's work and its problems as mere shadows, the things themselves that cast the shadow being far away like the Moon at an eclipse. The clerk who plays for keeps places himself in the very centre of the

transaction with which he is dealing and refuses to believe that he is called upon to play a perfunctory part. Be he but a junior something-or-other, he insists on a show for his money.

I am well aware that these insistent people come in for a certain line of criticism. They are accused of nursing their job until they can make a chief clerkship of it. There may be some truth in the charge when applied to some cases, but in the long run, all Chicago to the contrary, it is men and not positions that are classified. In other words, every job is what a man makes it. We have seen deputy ministers who have degraded their high posts so that they are little more than envelope-openers, and we have seen messengers who have wielded authority in their departments as if born to the purple. The deputies hold on to their pay by virtue of the statutes, and the messengers may never rise nominally above their station. But all rewards are not by pay-cheques. The satisfaction of doing and directing things must be counted when we tote up the column of a man's income.

This brings up the question: What are we playing for? So intent have we all been during these recent years on matching our wits against the Cost of Living that we are prone to consider that our neighbors as well as we ourselves have only one standard of value — the dollar. It does not take long to dispose of that fallacy. Would you become a garbage-collector at three thousand a year? Your wife might insist on it if you wore false whiskers when at work, but you would never be happy and some day would stow yourself in a galvanized can and not get out until you were

thrown into the incinerator. The dollar is not everything. Your snobbish soul recognizes other, if not higher, claims.

Even as some men play solitaire because they are too lazy to drum up a quorum for Auction, or too cowardly to risk a five-spot at Stud, so there are eminently respectable persons who hug the daily routine of their offices. On the other hand, as there are some who smell out a poker party across the city's length and cannot be kept out of it, and who will toss coppers or doubloons at a knife stuck in the floor rather than forego the joys of combat, so the adventurous souls will find fields for adventure in whatever the day at the office brings. Again, the dollar is not everything. Gamblers are not so keen as the pious landlord on money-getting. The play's the thing.

Poker-playing is a hard profession. It keeps one up at nights, it brings wrinkles under the eyes, and challenges a man to be square when often it appears to pay to be crooked. The same can be said of a position of trust. There are arduous nights, and wrinkles, and temptations ahead of anyone who tackles a job seriously. Solitaire, whether played at home or in the office, has no such exactions. In her right hand is length of days, even if in her left hand there be not riches and honors. "Idiot's delight" it has been called, hardly an alluring label for those who have "drunk delight of battle with their peers" on the green fields of chance. You may like solitaire. Mrs. Wegg thinks it is better to play a real game with the boys. Sometimes I bring home the bacon.



A Minimum Wage

(Contributed by The Associated Federal Employees of Ottawa Federal Union No. 66.)

There are several viewpoints from which the question of a minimum wage may be considered. The very meaning of the expression is not settled; frequently a discussion brings out the fact that two disputants are using the term in entirely different senses.

Considering it first from the employer's standpoint, the term minimum wage means either:

1. The smallest wage or payment for which he can secure necessary help, having no regard to the welfare or comfort of that help. Employees are worked to the limit of endurance, must use up what reserves of vitality they originally possessed to keep up, and are then thrown aside for new hands. Such a system, frequently called the sweat-shop, can only be used to its full advantage when the work is so simple as to require little or no training, when labor supply is more than ample, and where such labor supply is of the lowest type — *i.e.*, unskilled or unspecialized, reduced by bitter poverty to fighting for the merest existence, frequently of foreign origin, and, above all, unorganized. Among such, the minimum wage is found at its lowest ebb, in short a modern form of slavery worse than that of former days.

2. In occupations requiring a certain amount of training, where labor supply is to a certain extent limited, employers, in order to reduce their labor turnover and keep up the quality and quantity of their product, are forced to accept a somewhat higher definition of the minimum wage. Any sensible teamster knows that his horses must have a certain minimum of feed and attention if their strength for work is to be kept up to standard; this is their minimum wage. As applied to human labor, this conception of the term may be defined as the least amount which will serve to keep up the productive power of the employee.

At first glance it might appear that an employer of the second class had a somewhat fairer view of the relation of the wage earner to his employer, but such is not the case. The relation between the two classes of

employer is a very close one, and there is a constant shifting from one to the other. Should manufacturing methods be so simplified as to permit of comparatively untrained help being employed, or should available labor supply become greater, wage rates tend to fall below the level indicated in Class 2. Under reversed circumstances they tend to rise until an employer in Class 1 is forced to enter Class 2.

The feature common to the two is that low cost of production at the expense of the employee is the object aimed at. Decency or humanity does not enter into the problem. In Class 1 the employee is of infinitely less value than the machine; in the second, of no greater value.

The third class of employer comprises those who recognize, in varying degree, the fact that their employees are human like themselves, and equally deserving of something more than bare subsistence. They also recognize that a wage permitting of

1. The obtaining of the necessities of life;
2. A fair share of its comforts;
3. Education of his children to be useful citizens;

4. Provision for illness, accident, and old age, is well repaid in actual cash value by the greater willingness and loyalty, keener concentration on work, and better health of the employees. This, then, is the third and the only true minimum wage.

It is seldom indeed that an employer of this class slips back into either of the two previously mentioned. As a matter of fact, the tendency is in the other direction. Provision for the employee of something above the minimum return for his efforts has been found to give such good results in higher production and, vastly more important, in the feeling of fellowship and friendliness between employer and employee, that the impulse to go farther in improvement of working conditions is almost irresistible.

Whether, had it not been for trades unionism, the third class of employer would ever have existed except in isolated instances, would make a good subject for debate. It must be agreed, however, that had it not been for the

trades union, with its organized and directed power and efforts, the worker would be much farther from the goal than he is today. The trades union, in some form, has been a necessity since men entered into the relation of employer and employee; it must continue to be a necessity until the basis of such relation is perfected upon a plan of justice and humanity to all concerned. When such a plan is realized in fact, then, and then only, may it be said that the trades union has fulfilled its purpose.

Governments of civilized countries have recognized their responsibility in this matter by legislation controlled employment conditions, by establishing Departments of Labor, by keeping records of living costs, by establishing Boards of Conciliation and the like. The voice of labor is being heard more and more clearly in Houses of Parliament. The Government of Canada has not been behind in this matter. Only a few days ago our Prime Minister addressed a convention of Labor delegates at Windsor; our Minister of Labor has declared that the trades unions have been the one great bulwark against the spread of radicalism, of the worst type, throughout Canada.

One would naturally expect, therefore, that our Government, if not already a model employer, would be making every effort to become so, that full advantage would have been taken of the recent reclassification to do away with the salary scales of past years, so preposterous under present conditions; that the greatest care would have been taken to see that the Government, as an employer, led the van of progress in humane treatment of its employees, confident that its efforts would be repaid the country a thousand-fold in the greater devotion of public servants. It is to be regretted that this great opportunity has so far been neglected.

We do not intend, in this brief article, to confuse the main issue by including in this discussion salaries in the higher grades of the service. A deputy minister receives a higher salary than a messenger because his training, duties and responsibilities

are greater; he is also entitled to a proportionately higher margin above this bare remuneration for services owing to his position involving greater personal and family expenditures.

The point we wish to bring out here, however, involves no nice considerations of relative social position. We simply state the fact; it needs no proof; it is within the knowledge of thousands of the service and the fact is this:—

There are today, in the civil service of Canada, whole classes of employees, and hundreds of other cases outside those classes where the salaries paid are either below or just upon the minimum wage necessary for bare subsistence.

As stated, we in the service all know this; the public has only to glance through the pages of reclassification to assure itself of the truth of our statement.

What follows? Simply that the Government, so thankful to labor for upholding constituted authority, so busy conciliating in labor difficulties, studying living conditions and stimulating industry, is itself grossly neglectful of the lower-paid classes of its own workers. It is, in fact, a class 1 employer in some cases and no better than a class 2 employer in the remainder.

What whole-hearted service can be expected, when the spectre of want is ever present, when constant watchfulness of every penny is necessary? When children must be condemned to a future of unskilled labor for lack of funds to educate them? When illness is a financial disaster and approaching old age and compulsory retirement a constant dread? When the obtaining of the daily food, shelter and clothing takes every cent of earnings?

The Government incurs a still graver responsibility in this matter; it

is due only to the high character of the woman civil servant that it is not accessory to a crime. Has the Cabinet ever reflected on what it means, or may mean, to ask a girl to live on \$600 a year, plus bonus in these times?

In the near future, the Government of Canada will be given an opportunity to take the first step in righting these wrongs. Their final adjustment will take time, and, in its later stages, mature consideration. But what the service asks at present takes neither time nor consideration. We ask simply for such a percentage of salary increase as will enable the members of the service, especially those in the lower grades, to live decently without constant fear of financial disaster. Adequate remuneration for services rendered may be studied in full later, but it is axiomatic that the least any faithful service, no matter how humble, deserves is a minimum wage allowing decent, comfortable living.

Dominion Customs and Labor Affiliation

(From the *Ottawa Citizen* of October 13.)

A special meeting of the Ottawa branch of the Dominion Customs Officers' Association was held last evening in Carpenters' Hall to discuss the question of affiliation with the labor movement. A lengthy debate took place on the subject of immediate affiliation in co-ordination with other customs associations at the various ports of the Dominion, but a motion to take action at once was defeated.

Incidental to the meeting was the reading of a memorandum by the Associated Federal Employees of Ottawa, in which some striking comment is made on the subject of civil servants and affiliation with labor, including caustic references to the leaders of the Civil Service Federation and to Mr. Burns, secretary of the Dominion Customs Officers' Association.

Among other things the memorandum points out that Messrs. J. C. O'Connor, T. R. L. MacInnes and J. H. Ryan, officials of the federation, issued a strong recommendation to members of the Ottawa Civil Service Association, to vote against affiliation with labor when a referendum on the subject was taken last year. These officials are now engaged in taking another vote on the same subject, but the memorandum says that Mr. O'Connor opposed the appearance of the name of Mr. Tom Moore,

president of the Trades and Labor Congress, on the program of the Civil Service Federation convention. It also recalls the fact that Messrs. O'Connor, Ryan and MacInnes, voted against proportional representation, and that Mr. O'Connor, seconded by Mr. Ryan, moved to have a sentence favoring representation in the house of Commons for civil servants deleted from the president's report.

It recalls the appointment of collector in the port of Vancouver, "in violation of the law and in the nature of patronage." "At a delegation to the Civil Service Commission", the memorandum says, "this act of patronage found in Mr. Burns a ready and affable apologist."

It also refers to the election of the present executive officers, Messrs. O'Connor, MacInnes, Ryan and Burns. A voting strength of 7,000 was "engineered" and these chosen for office.

Mr. Frank Kehoe was chairman of the meeting last night, and Mr. Burns was present.

REVIEWS PROGRESS

The president introduced the subject of affiliation by making a statement reviewing the course of events in the Customs service and declared his belief that the pro-

gress made had not been satisfactory and that the time had arrived for the uniting of civil servants with the general labor movement so that civil servants may provide a living for their families. Mr. Kehoe announced that the recently formed Ottawa association, The Associated Federal Employees, had been requested to send one of their number to the meeting to explain the circumstances connected with the formation of that association, and that in response to this request, Mr. F. Grierson, of the A. F. E. of O. executive, was present.

The president called upon Mr. Grierson, who briefly addressed the meeting, and read a memorandum issued by Federal Union No. 66, dealing with conditions which made necessary the formation of the new body in Ottawa.

Mr. Burns protested against any step being taken which would disrupt the Customs Association, saying that any action of the kind suggested should be taken at the annual meeting, if at all. He considered the reference to himself in the memorandum as an attack on his honor, and said he could defend it.

After the meeting it was stated that the subject of affiliation would be taken up at a subsequent meeting.

How the Steel Strike Was Broken

[A digest of the Interchurch World Movements' 90,000 word report on the steel strike in the United States, by Kennedy Crone in the Canadian Railroader.]

Nothing that the churches have done for years has created such intense interest and satisfaction in the ranks of organized workers on this continent as the report of the Interchurch World Movement on the steel strike in the United States. The report is a repudiation by independent and earnest investigators of the stories of revolutionary plans being behind the strike, and a terrific indictment of the United States Steel Trust in its relation to its workers.

Labor Press Alert

It is a stirring document looked at from any angle, and yet the ordinary press has been silent or extremely quiet about it. It is a fair guess that most Canadian newspaper readers who are not also readers of Labor papers do not know anything about it or have only a vague notion of it, although they doubtless preserve opinions contrary to it, made for them during the steel strike. Amongst organized workers in the United States, and in a lesser extent in Canada, it is probably the most discussed piece of news that has come within their ken as workers for a long time. It is also an illustration of the fact that there are two reading publics, one depending entirely on the daily papers and knowing very little of the news and views animating organized workers, and the other composed of organized workers reading the daily papers but also balancing them with what they read in their own trade journals and other Labor publications.

Efforts were made by spies acting for the Steel Trust to steal the manuscript of the report, and, this failing, efforts were then made to prevent publication. The report in part is as follows:

Causes of the Strike

1.

The causes of the strike lay in grievances which gave the workers just cause for complaint and for action. These unredressed grievances still exist in the steel industry.

2.

These grievances, broadly outlined, included the inhuman 12-hour day (sometimes 13 and 14-hour day) the seven-day week; the low wages of 72 per cent. of the steel workers, which were below the animal subsistence or bare-comfort level;

the denial or suppression of the right of collective bargaining; the autocratic control by the steel interests of the lives and the condition of the lives of the workers.

3.

The steel interests had built up and used a huge system of spying, including the use of agents provocateur, which carried right through into the United States Government. Every man who thought along union lines, who affiliated himself with unions, or who even attended meetings where such questions were discussed, was discharged, although he may have been in the industry from its very inception. Many were beaten, imprisoned and held for deportation as "Reds".

4.

Public officials, the police, the magistrates, the press and the pulpit were either bought up by the steel interests, or through affiliation, interests, or because they were powerless against steel, operated against the strikes and in behalf of the steel interests.

5.

The United States Army, under Gen. Leonard Wood, withdrew from Gary, Ind., only after the steel strike had been broken. The Pennsylvania state police was used to break the strike and to destroy all civil liberties. Agents of the Department of Justice, acting under Attorney General Palmer's orders, co-operated with the steel masters.

6.

The strike was broken because of a number of factors:

(a) The disunity of the 24 international unions of the American Federation of Labor, which through indifference, selfishness or narrow habits, failed to give the necessary support to the strikers, battling for the right to live as human beings.

(b) The steel interests, having control of all channels of publicity, created the impression that the strike was failing. The men became discouraged in the face of possible public non-support.

(c) The United States Steel Corporation was too strong, having ramifications into the "independent" steel companies, into railroads, into mines, into shipbuilding and ships, into general industries, into the pulpit and into the government.

7.

When the strike was broken the workers in the steel industry knew where they stood. They expressed their beliefs with ferocity. They knew that the Federal Department of Justice, the state and Federal officials and the United States Army helped break the strike; they knew that the newspapers and the churches helped to break the strike.

"Many were in dumb, deep-seated suspiciousness of everything and everybody connected with public executives, courts, Federal agents, army officers, reporters or clergy. The steel strike made tens of thousands of citizens believe that our American institutions are not democratic or not democratically administered."

The Commission's Recommendations

After a short, terse summary of the entire volume of 90,000 words, in which the conditions of workers in the steel industry are shown to be almost identical with conditions in England during the Industrial Revolution, the Commission makes a series of recommendations. The recommendations include:

1. That the Federal Government initiate the immediate undertaking of a settlement between the steel interests and the workers, by forcing a conference, which has been refused by Gary.

2. That the Federal Government establish a Commission similar to the Commission resulting from the coal strike, for the elimination of the 12-hour day, the 7-day week, and for free conferences.

3. That the Federal Government make an exhaustive study and a report of the abrogation of civil liberties in Western Pennsylvania, particularly of the activities of "labor detectives", of spies and of agents-provocateur.

4. That the Federal Government publish facts concerning the co-operation of Federal Departments with steel company spies, and that it publish the amount of public money so expended; and that the Government explain why it has suppressed two reports of recent investigations of conditions in the steel industry.

Not Bolshevism

The steel report denied the nation-wide publicity, financed by the steel companies,

that the strike was a plot of Bolsheviks, supported mainly by "radicals" who were largely alien. The report says:

"Evidence on this interpretation of the strike as a Bolshevik plot failed entirely to substantiate it. On the contrary, it tended to show that this conception was without foundation in fact."

The rumor found its origin in the interests of the steel companies and in the ignorance of the public.

Despite the fact that no proof could be offered by the steel companies in justification of their charges and their nation wide publicity, no leaders of the strike were convicted of "radicalism" in court. Hundreds of strikers, however, were rounded up like cattle by local authorities, after which the Federal authorities stepped in. Federal officers testified that the arrests had been made by plant detectives and "under-cover" men of the steel companies, many of whom had been sworn in as sheriff's deputies during the strike.

The report states:

"In Western Pennsylvania in 1919 steel workers were tried and fined in cases where the major allegation was 'smiling at the police.'

"In the course of the strike delegations of workers sought the government with petitions. Attorney General Palmer, they considered, gave them the government's only answer in his letter, published on No-

vember 26, commanding a patriotic society's efforts to run labor 'agitators' out of Pennsylvania. 'It is a pity', the Attorney General wrote, 'that more patriotic organizations do not take action similar to that of your order.'

Back to the Dark Ages

The 12-hour day, now only a horrible memory in advanced industries in the United States, Canada and Britain, still exists in the steel industry, as shown by overwhelming evidence presented by the Interchurch report. Here a picture is presented which seems to have been taken from histories of conditions in the middle ages or in the early days of the industrial revolution of England:—

"Here men, three in a bed, crawl out in response to the call of a whistle in the very early dawn, returning after a whistle blows after dark. Through their filthy alleys and around the old frame ramshackle shacks sprawling along hillsides and in the valleys, they crawl to and from their daily work. Without education, without knowledge of better conditions with which they could compare their own situation, they exist in poverty, in sordid misery, driven only by economic necessity, by the cries of six, eight or ten children for food."

The following excerpt is in the exact

words of the Interchurch Commission's report.

"In sum, the twelve-hour day is the most iniquitous of the by-products of the corporation's labor policy; which is to get cheap labor and keep it cheap. The corporation baits floating labor with the wage possibilities of excessive hours, does nothing to combat the drainage of money out of the country by the smaller fraction of the incorrigibly un-American immigrant, and for the greater bulk of immigrants who want to be Americans it imposes un-American hours. In the light of thirteen years' history of 'eliminating' the seven-day week, the conclusion seems unescapable that the Steel Corporation moves to reform only when it has to. It must be added that if the twelve-hour day is bad for the country, the government is to blame, and as long as it fails to tackle the twelve-hour day it imposes upon the trade unions alone the humane task of moving the Steel Corporation in the direction of reform.

"Moreover, the conclusion is unescapable that a real cause of the persistence of the twelve-hour day and the seven-day week is the defencelessness of the unorganized immigrant worker. Again the government, as much as the Steel Corporation, is to blame, and again the corporation and the government have seen fit to leave the field of reform to the trade unions."

Our Retiring President

(An Appreciation.)

By F. W. Patterson (President).

he was elected 1st Vice-President of the Association and also acted as chairman of the sub-committee which drafted the constitution recently adopted by the Association.

From pressure of other duties, he resigned from the Association not long after and remained unconnected with Civil Service organizations until July, 1920, when he was chiefly instrumental in the formation of the Associated Federal Employees of Ottawa, Federal Union No. 66, affiliated with the Trades and Labor Congress of Canada.

It is a fortunate thing, that, always, in time of need a man is found to cope with the emergency. Certainly never was there a time when lack of decided action and strong leadership

in the Civil Service was more keenly felt than during the past year. This situation found Frank Jammes ready for it. With good judgment, exemplary patience and untiring energy he led the new Union through the trying stages of its early growth and leaves it, upon retiring from the Presidency, with a membership some 1,500 strong and growing rapidly.

Frank Jammes has made his mark as the man who had the courage to step forward as leader of the movement towards the newer, better Civil Service. His fellow-members' regret over his decision to retire is tempered only by the fact that his experience and judgment will still remain available as an active member of the Union.

Mr. Frank Jammes, the first President of the Associated Federal Employees of Ottawa, and now retiring at the close of the Union year, entered the Civil Service in July, 1911, as temporary clerk in the old Census and Statistics Office. After passing the former Second Division examination, he was appointed to the Enquiry Division of the Post Office Department in May, 1912, where he now holds the grade of Principal clerk.

In 1918, Mr. Jammes commenced to show his interest in Civil Service organization by representing his Department on the Executive of the Civil Service Association. In this capacity, he proposed the formation of the committee on co-operation, of which he became chairman. In 1919,

His
Majesty's
Mails

POSTAL JOURNAL

Postal
Clerks
Forum

AFFILIATION WITH LABOR

(By Arthur E. Crate, Toronto P.C.A.)

Much discussion has arisen among civil servants as to the advisability of their associations seeking affiliation with the Labor body in Canada; and the writer has been asked to show any advantages which have accrued or can accrue through such affiliation.

It will be understood that there are obvious reasons why this or any similar matter cannot be discussed with unrestrained frankness in a public journal; and some of the strongest and most convincing points must on this account be neglected. It is believed, however, that the matter offered in this article merits consideration.

It is often asked "What good did affiliation with Labor do the Letter Carriers of Canada?" In reply it may be stated that since affiliation the maximum pay of Letter Carriers has increased 110%. It is true they are no better off, in fact are probably worse off, owing to the diminished purchasing power of a dollar; but the point is that but for organization and affiliation they would never have received a cent more pay; for what Canadian government ever did anything for its employees except as the result of strong pressure? The claims of the Letter Carriers have from time to time been pressed upon the Government, not only by the Carriers themselves, but also by the leaders of the Labor party; and this fact, conjoined with a single brief but effective flourish of the last weapon ever employed by Labor, has resulted in the Letter Carriers having received a larger per cent. increase of pay than has been granted to any other civil service body. But they are still shamefully underpaid, and have still to recover from the effects of even smaller pay than that very recently accorded. Are they now satisfied with the tardy and meagre results of years of struggle for just treatment? The future will answer.

The Dominion Postal Clerks, who, in numbers and organization, are

perhaps the most powerful body of civil servants in Canada, have spent years in making peaceable, logical and reasonable representations to the Government, and have fared even worse than the Letter Carriers, as measured by percentages of increased pay. Their former classification has been so shot to pieces by the "classifiers" that comparison is not easy. The former maximum pay for a Chief Clerk was \$2,200. Now, a Head Postal Clerk — there are very few of them in all Canada — may rise to the salary of \$2,760, if he live long enough. This represents an increase, after many years, of 25 per cent. A man in lower grades, if he live long enough, may reach an increased maximum ranging from 26 2-3 per cent. down to 7 per cent.

The absolute inadequacy of pay granted has finally resulted in driving this body of civil servants into taking out a charter with the Trades and Labor Congress of Canada.

The experience of the civil servants' organizations in Great Britain, France, the United States and several other countries has been exactly similar. Without organization and affiliation they reached — nowhere. Now they are fairly treated by their governments, and in Great Britain at least, have councils composed equally of representatives of the Government and of the men.

The experience of what was once known as the "Inside Service" at Ottawa is equally illuminative, but in the opposite direction. They would not associate themselves with organizations of working men. No! Not they. What did the classifiers do to their positions? Sh!

Consider the wages of outside trades and occupations associated with Labor unions. In a few years their pay has increased from 125 to 300 per cent. The street car men in Toronto for instance have won for themselves a scale of pay three times as great as that of a few years ago. Organized Labor again.

Now look at our parliamentarians. They are not Laborites. "They toil not, neither do they spin" — or do they, yarns or webs or something. Ten years ago their indemnity was \$1,500 per session, now it is \$4,000, an increase of 266%. Of course they have not joined any union. They don't need to.

There is nothing to lose and much to be gained. There are two outstanding lessons taught by the late war. They are "Preparedness" and "Alliances". By means of these Germany was very nearly successful. By the latter the "Allies" finally gained their victory.

It is fair now to ask with respect to affiliation "Why not?"

There is no obligation when affiliated, to participate in any trouble originated by some other body, nor should any be started by your own body except after a majority vote.

Once upon a time a certain body of misguided civil servants entered on a sympathetic strike with which they had no concern. They have since regretted doing so, and have caused their confreres throughout Canada to regret it also. It is hoped that no similar half-baked, unauthorized, unorganized, *one horse action* will again be undertaken by any body of Canadian civil servants. There is a better way.

DISORGANIZATION AND A REMEDY

It has become apparent even to the least initiated Federal civil servant, that the condition of organization for protective purposes is, to say the least, chaotic. From every hand we hear talk of "get together", while each employee, if organized at all, sticks vainly to the separatist form of organization. Separation is the antithesis of "get together". What civil servants need is one organization covering all employees of the Dominion government: One for all and all for one.

On first thoughts you may say that this is both utopian and impractical. But is it? The local executives of the Vancouver branches of the A. P. W., Railway Mail Clerks' Association, Customs Association, and the Civil Service Federation have been meeting weekly for some time, drawing no plans for the reorganization of civil servants into one organization. The following is a brief skeleton of the plan:—

All employees of the Dominion Government are eligible for membership. An employee is one who has been employed by any department of the Government on full time, for a period of not less than six months continuously. All dues shall be payable to one organization. This organization shall consist of (a) sub-sections (b) sections (c) departmental groups (d) district councils and (e) a national council. A sub-section shall consist of a group of employees in a branch of a department doing similar work; e.g. letter carriers working in a sub-station or customs officers in a parcel post office, etc. A section shall consist of all employees of a branch of a department in a given district; e.g. all post office clerks in Vancouver or all veterinary surgeons in Edmonton, etc. A departmental group shall consist of all employees of a department of the Government, in a given district; e.g. Post Office Dept., Immigration Dept., Board of Works Dept., etc. A district council shall be composed of one or more delegates elected by each departmental group in the district. The national council shall consist of a national representative for each department of the Government, such representative to be elected nationally by the employees of his own department.

This is the plan of organization. The duties and scope of each of the above-named sections will be covered in a subsequent issue. A committee is working on a sample constitution, which will be brought before the Federal civil servants in some manner. It is not the intention of the organizations formulating this plan to secede from their present organizations, but to attempt to place before the civil service of Canada a feasible plan to bring order out of chaos, and to replace weakness by strength. Quit talking — get together — act! What

ye sow ye shall reap. Unity is strength.

"WESTERNER."

PROTEST RE-CLASSIFICATION

Brantford, Ont., Oct. 17. — The Brantford branch of the Dominion Postal Clerks' Association has filed a formal protest against the re-classification schedules. It is declared that under the new system only two chief clerks will receive an increase, while actually most of the others will receive less money than formally for while the salaries were increased the war bonuses were cut to a great deal more than the new salary increase. The local men stated formally that they were greatly dissatisfied with the new schedules.

THE JOYS OF POSTAL SERVICE

Editor *The Civilian*—

Every postal clerk ought to be a subscriber to *The Civilian*. It is the one paper where he can have his views presented adequately. Of all Government positions a job in the outside service as a postal clerk has the reputation of being the worst, and returned soldiers will not take such a position if they can get anything else. The postal clerk has to work evening all night and on Sunday without extra monetary compensation. He must in fact cover the 24 hours. He also is required to work on statutory holidays, but he is paid extra for this. He wears out his clothes handling bags, many of which physicians will condemn, on account of their unsanitary condition. If he has been in the service any length of time he has had to pass a qualifying examination on French History and the niceties of English Literature. He had to work formally, including Sunday, almost 54 hours per week, but after a hard fight he has had this reduced to 44 hours, which is still a much longer period than any civil servant in a similar position is called upon to work. He has to lift and pile up bags like a stevedore, and for all this he is paid wages that an Italian laborer will turn up his nose at. If there is any civil servant, and especially any postal clerk, who, after seeing how organized labor has improved working conditions for the worker, and with the fact in view that there is a Labor Government in power in Ontario and perhaps eventually in Ottawa, if, after this, he refuses to join organized labor it is clear that he has a head on him thicker than the hide of a prehistoric rhinoceros.

H. WALPOLE.

UNION OF FONCTIONNAIRES

The special correspondent of *The Times* states that in France the Union of Fonctionnaires (civil servants), which is conducting a campaign against the Government, which declares it illegal for fonctionnaires to belong to the General Confederation of Labor, has just scored a point by becoming the owner of two buildings. One was formerly the Hotel du Conseil d'Etat, and is now to be renamed the Hotel des Fonctionnaires. It is difficult to see quite how the authorities are going to checkmate the fonctionnaires in this matter, as the buildings have been taken in the names of the leaders of the rebellious union in their private capacity. There is to be a co-operative restaurant and bedrooms for "provincial comrades," besides the usual union office and halls for union meetings.

Useless Griefs

An hundred years ago and more,
Men wrung their hands and walked the floor,

And worried over this or that,
And thought their cares would squash them flat.

Where are those worried beings now?
The bearded goat and festive cow
Eat grass above their mouldered bones,
And jay birds call, in strident tones.

And where the ills they worried o'er?
Forgotten all, for ever more.
Gone all the sorrow and the woe,
That lived a hundred years ago!

The grief that makes you scream today
Like other griefs will pass away;
And when you've cashed your little string,
And jay birds o'er your bosom sing,

The stranger, pausing there to view,
The marble works that cover you,
Will think upon the uselessness,
Of human worry and distress,
So let the worry business slide;

LIVE WHILE YOU LIVE,
And when you've died,
The folks will say, around your bier:
"HE MADE A HIT WHILE HE WAS HERE!"

—PUBLICITY.

More Especially Women

WOMEN AND THE SERVICE

London, England. — The question of women in the civil service is not only acute but particularly interesting just now. In fact the legality of the present position is being seriously challenged. According to the Sex Disqualification Removal Act, passed into law last year, women in the civil service are actually entitled to equal treatment with men since the passing of that measure, unless otherwise stated by orders-in-council submitted to both Houses of Parliament for 30 days. No orders-in-council have yet appeared, but the inequalities still obtain. And even the orders-in-council clause was understood to apply only to the Indian civil service and other overseas appointments. When the bill was being debated last autumn, a pledge was given by the Lord Chancellor and Mr. Bonar Law that the orders-in-council clause would not be applicable to higher grade positions in the home civil service.

The position is this. About 20,000 women are employed on the permanent staff of the civil service. They are all employed on lower grade work in one or other of the seven older departments. Many are employed on identical tasks with men, but none of them receive the same salary. There are no women in the new departments created since the war, though there were women on the Peace Conference staff at Paris.

Question of Practical Politics

The agitation for equality in the civil service has been going on for many years, but has only lately become a question of practical politics. In 1914 the Royal Commission on civil service, which had been sitting for two years, recommended that where the work of women approximated to that of men the pay should likewise approximate. The recommendations were never even considered, and owing to the war the women allowed the matter to lie more or less in abeyance. Then came the report of the War Cabinet committee on women in industry, advising that women and men in the civil service should receive equal pay for equal work. Meanwhile a national Whitley council was being pressed for by civil servants, and the women decided to place their claims before such a council. Almost the first step taken by

this body when it came into existence was to set up a special committee consisting of 21 men and four women to consider the reorganization of the clerical classes of the service. The upshot was that a report was issued which many people — including a large section of the press — not thoroughly conversant with the facts of the case, regarded as a considerable advance on the women's present position. It is quite the contrary.

Equality is recommended only in the early years of service; and in the higher ranks of the two lower grades the men's minimum is the women's maximum. In regard to recruitment and promotion the women's grievances are added to instead of being abolished. Second division men clerks move automatically into the executive class, while the women apparently are to continue doing the uninteresting routine work. Nor is this all. Future positions in the executive and administrative classes are to be competed for by men in open examination; but women who desire such posts will be required to go before a selection board — an obnoxious system, capable of being manipulated by "patronage" and "influence."

Equality Not Guaranteed

Immediately on the publication of the report the executive committee of the Federation of Women Civil Servants passed the following resolution: — "The Federation of Women Civil Servants dissociates itself from the recommendations of the reorganization committee on the grounds that equality of remuneration and equal conditions of service throughout the civil service are not guaranteed. They consider that the time is opportune for the different standards for men and women to be abolished, and the Federation pledges itself to pursue its policy actively to secure this end." Similar protests were made by other civil service bodies and various women's societies; and the representatives of the established and temporary women civil servants were instructed to vote at the National Whitley Council for the reference back of the report.

So far, however, the National Whitley Council has refused to reconsider the position of women in the civil service and the women are therefore "appealing directly to Caesar." The question has been

carried to Parliament and will be fought out on the floor of the House of Commons. From being a sectional and comparatively small affair it has grown to be one of national importance. It is being watched and assisted by all the feminist forces of the country, as well as by the organized women in trades and professions. University women, the National Federation of Women Teachers, the London Society for Women's Service, the National Union of Societies for Equal Citizenship, the Women's Industrial League, the Association of Civil Service Sorting Assistants, the Employment Exchange Officers, the Outdoor Staff of the Ministry of Labor, the Association of Writing Assistants, the Society of Civil Servants, the Federation of Temporary Staff Assistants and the Association of Women Clerks and Secretaries, are all giving it their practical support.

Matter of Congratulation

The fact that the civil service is directly controlled by Parliament is a matter of congratulation from the women's point of view. Since the passing of the representation of the People Act, M. P.'s of every shade of political color have shown distinct solicitude for the opinions of women voters. And as there are now continual rumors of an early general election, they are more than ever anxious to please them. But what makes the matter exceptionally vital is that, apart from teaching, it is the only phase of women's work that can be completely settled by Parliament. If the government "plumps" for equality of opportunity and pay it will not only affect the women directly concerned but set a good example to other employers of labor. That is one reason why the women's movement is concentrating upon this issue.

The Federation of Women Civil Servants is conducting a vigorous campaign. A joint parliamentary committee has been formed consisting of M. P.'s drawn from all parts of the House, representatives of women in the civil service, and Mrs. Oliver Stratchey, a well-known feminist who is at present acting as Lady Astor's private secretary. The object of the committee is to get the government to bring in orders-in-council stating definitely the position of women in the civil service. If not satisfactory, amendments will be moved with a

view to establishing complete equality between men and women in the service. But judging from the debate on Major Hill's recent resolution, the orders-in-council when they appear will be eminently satisfactory!

—*Christian Science Monitor.*

WOMEN AND THE SERVICE

The Federation of Women Civil Servants has actively intervened in the Ilford election campaign. In a manifesto the federation asserts that "the reorganization of the civil service now in process of completion has brought disappointment to the women, in that their status has been in no way improved. They still hold an inferior position and pay to men who are in the same grades and who entered the service by a parallel examination, in spite of Acts and resolutions in the House affirming the principles of equality for state servants.". Whichever candidate becomes Ilford's M.P., these women officials declare, he shall be an additional pledged champion of their cause in Parliament.

—*Civilian (London).*

Two orders in council, dated July 22, appear in the *London Gazette* dealing with admission to the civil service.

The powers of the civil service commissioners are now to include power "to make special regulations providing for and prescribing the mode of the admission of women to the civil service, and regulations reserving to men any branch of, or posts in, the civil service in any of his Majesty's possessions overseas, or in any foreign country."

Power is given to the Treasury to make special regulations as to the classification, remuneration and other conditions of service of women, whether permanently or temporarily employed.

—*Civil Service Gazette (England).*

HALCYON CLUB NOTES

(Ottawa)

About two hundred delegates to the conference of Women's Institutes of Eastern Ontario, which was held in Ottawa on the 14th and 15th of October, were entertained at a delightful tea in the club rooms on Thursday afternoon the fourteenth, by the Local Council of Women. Mrs. J. A. Wilson, the president of the Local Council and Miss Florence M. Burt, the acting president of the Halcyon Club, assisted by a number of executive members of each institution, welcomed and served the guests. During the afternoon two vocal selections were ren-

dered by Mrs. I. W. Shepherd, accompanied by Miss I. Whelan. The delegates were also invited to make use of the rooms while in the city, and this privilege was very much appreciated.

On Tuesday evening, October 19, Miss Mary Louise Bollert, M.A., the superintendent of the widely known Sherbourne House Club for business women in Toronto, very kindly delivered a most entertaining and inspiring address in the rooms. Miss Mary D. Doyle, the president, presided and before the address Miss Vera Robinson rendered two piano solos which were much enjoyed.

Miss Bollert spoke of the numerous difficulties confronting the business woman who has no home but must board. She said people may be divided into those who board and those who live at home, and the latter is not a trifling unimportant division, for to this class belong those who labor. While much has been done for the worker within the institution very little has been done to better the condition for the worker without. Seventy-two per cent. of the business girls' life is spent in "home life", and on this life depends her health and fitness for business. Apartments and light house-keeping has not proved a good system, which led to the organizing of business women's clubs.

Miss Bollert then told of the Sherbourne House Club in Toronto, of which she is the superintendent, and as it is the intention of the Women's Canadian Club to build one similar, suggested that the first thing to do was to find a public-spirited citizen who would give the house gratis, as a member of the Robert Simpson Co. did in Toronto. If no generous citizen comes forward the next best plan is to buy a house which can be remodelled; it is generally thought that it is necessary to have a membership of 75 and not less than 150 better. There are three requisites in the organization: first, it must be homelike, second, the rates reasonable, and third, absolute freedom for its members.

Miss Bollert then told of the homelike system of Sherbourne House, where members could extend hospitality to their men and women friends alike and where the rates this year did not exceed \$6.25 a week for room and two meals a day with three meals on Sundays and holidays. Educational advantages are offered the members for a nominal sum. One of the im-

portant features of the home should be its surroundings and the next important a food dietician to prepare proper and nourishing food.

Mrs. J. A. Wilson in moving the vote of thanks said she hoped some citizen in Ottawa would be generous enough to follow the example of Toronto and offer a house to be used for the Canadian Club's housing scheme. Mrs. R. A. Kennedy seconded the vote of thanks.

LADIES OF THE JURY

"Ladies of the jury!" It seems like a Gilbertian joke still to many people that their wives and daughters should be thus addressed, and they are remembering with a blush the days when they pictured the impossible, "father at home minding the baby and mother making the laws of the country and attending the courts of justice." With the many responsibilities that have now fallen to the lot of women in England, this matter of serving on juries will be a test of their sincerity of desire for work for the public good. It is stated that some women have asked to be excused on account of their domestic duties, but the more patriotic have come to see that it is one of their household affairs, and that while "charity begins at home" it cannot be confined within four walls.

DID LABOR BRING THE VOTE?

It is well for the newly enfranchised women voters to remember that this right of suffrage, which is simply long-delayed justice accorded them, was won largely through the agitation of the organized labor movement. Long before it became fashionable to espouse the cause of women suffrage the American Federation of Labor was in the thick of the fight. In 1890 the Detroit Convention of the American Federation of Labor startled the reactionary press of the country by declaring for "women full citizenship as a matter of justice." In 1891 the American Federation of Labor presented to Congress a petition for national woman suffrage which bore 270,000 signatures. The later activities of the labor movement in behalf of the woman suffrage cause are too well known and too numerous to enumerate.

People say "advantage" and "profit" instead of "benefit" and "earnings" because our system urges us to get rather than to do.

THE EDITOR'S VIEWPOINT

PROPOSED PUBLICITY

THERE are many dark clouds hovering over the civil service landscape today and there is no immediate promise of finer weather. The discouraging and disappointing situation generally speaking is not known to the full extent, as many events that are taking place, though felt and seen, are literally not fit for publication — that is to say, these events cannot be published for they are manufactured in secret in the closet, as in the days of King John or Phillip II, and moreover if known throughout the country, such knowledge would be liable to disrupt our well-established reputation for law and order. The ears of the authorities, numbering a dozen or two, seem to be sealed against the representation of the humble servants numbering 50,000.

"Thus was the world saved for Hypocrisy."

"Never despair", however, should be our maxim. - The world was not made, and will not be saved, in a day. Therefore, *The Civilian*, in order to keep up its own courage and that of its constituents is considering the proposal to send to all organizations a fortnightly letter for publication in the local press of each district, if associates approve of such a service and will express a willingness to fall in with this idea. A circular on the subject will go forward in the mails to the various organizations. Publicity and a well-informed public opinion is an effective weapon of defence. The press is the "fourth estate". If it fails us we will have to invent a fifth or sixth estate.

A GOVERNOR GENERAL'S WARRANT.

THE need of immediate economic assistance to the servants of the federal power was never more urgent than it is today. An average of about \$900 per annum for 50,000 employees present to the eye a film replete with mal-administration on the one side and on the other all the vicissitudes of poverty, from discomfort to actual hunger and frost during the coming winter.

All executives of our organizations realize the actual crisis in this respect, imminent as well as in actual effect. The Federal Union of Ottawa has adopted a policy in the laudable desire to take action on behalf of its membership and the service as a whole. The request of this union is for 25% increase added to present salary schedules and bonus under Governor General's Warrant. The point has been raised that this method of making payments is confined solely to unforeseen expenditures. The answer made by one of the bright ladies attending the general meeting of this body was that "true, this expenditure was foreseen by the civil service organizations; but it was *not* foreseen by the Government". Variations of this suggestion have

been made having the same worthy object in view. These views vary from 40% to 80%, in some cases with the bonus eliminated, in others with salary and bonus amalgamated. *The Civilian* offers the opinion that any proposal to amalgamate or abolish the bonus would require legislation, or at least the authorities would likely offer that requirement as a contention. The simple plea for an addition of say 25% or 40% to present income, (salary and bonus) could not meet with this objection, and there is abundance of evidence to offer that such an expenditure is needed to meet a crisis, and because this crisis has not been provided for and is the effect of several years of underpayment of remuneration, it is unforeseen so far as the Government is concerned.

The Civilian thinks that all associations which are convinced of the logic of the foregoing argument should memorialize the Government so as to make the appeal as strong as possible.

OUR DEAR GRIFFENHAGEN **T**HE civil service has been complaining about Griffenhagen and Associates like a small boy forced to undergo the tortures of a woolen undershirt. Mama says you must, that's all there is to it—maybe. But lo and behold, here we find one of mama's wet nurses, the *Ottawa Journal* no less, shaking her head over her mistress' silly actions. She says (editorially):

"But about the Cabinet sub-committee. A few days ago it was pointed out that the committee was largely away, and upon Sir George Foster's departure there will be no committee until the return of Senator Robertson and Mr. Calder from the west. This sub-committee was to have directed the re-organization for which Griffenhagen & Associates were engaged. That, as was stated before, was a flagrant violation of the merit system under which the Civil Service Commission was the logical medium of re-organization. The Commission, as a Commission, was not consulted about the engagement of the United States firm, members of which under the name of Arthur Young & Company had been previously chosen by the Commission to re-classify the service. In re-classifying the service the employees of Arthur Young & Company worked under the guidance of the Commission. The most optimistic civil servant would not call the result a success, and the Commission is still mending the re-classification."

This was such strong meat indeed that Griffenhagen and Associates must needs rise in their wrath and pen a letter of remonstrance in which they profess astonishment "at the number of misapprehensions under which you are apparently laboring and the number of misstatements that you have allowed yourself to make."

All of which only goes to prove that today a prophet (or a whole bunch of profits) is not without honor except in foreign countries.

THE BIG
PULL.

RECENT references to the appointment of a Collector of Customs at Vancouver revive the memory of a hideous nightmare of a midwinter night's dream two years ago. It was no dream but a dreadful actuality. The history of this case was paraded in these columns in different issues. Here are the facts recapitulated. Col. Carey came to Ottawa in search of political influence under the "Merit System" and was not disappointed. He met with one reverse at least when he called at the Dominion headquarters of the G. W. V. A. and was metaphorically marched off the parade ground when his errand was made known, for he had run into a very reliable friend of law and order—David Loughran—who it so happened had spent a short period of his life under the "Preventive" system of the Customs service. However, the Colonel put it over the "other ranks" in the Customs who had helped to make the world safe for "Hypocrisy". This is how the shell game was played. An order was issued under the *merit system* that Col. Carey was to be appointed and so (1) the Department declined to nominate a man for promotion and (2) the Commission altered the reading of qualifications as required by law from "Customs experience" to "business experience". These facts in detail will be found in *The Civilian* for December, 1919. The comedy and the tragedy, the joys and the sorrows of these stirring events were well known at the time to those who held office as trustees for the integrity of their clientele under the merit system.

These are the facts of this famous, infamous case following so soon after the tearing up of the Belgian pledge by the German ruling authorities. No comment is necessary, as each one of our readers may decide whether or not this was a test case for the trying out of the integrity of the administrators of Canadian law and order and for protest loud and long.

WATCH SASKATCHEWAN **S**ASKATCHEWAN has beaten all the other Canadian provinces to it in securing a Whitley council. A momentous day in the annals of the civil service! Such an example should soon bear fruit in the seemingly less fertile soil of

other provincial governments. Why there should be the slightest opposition to this system of rectifying blunders and inaugurating reforms is more than the average intellect can comprehend. Direct representation is the very basis of British justice, also of contentment and efficiency. When a man has had a hand in the making of a law he is hardly in a position to complain if he doesn't like it. We will watch Saskatchewan with keen interest, and study the constitution of her Civil Service Joint Council so as to be prepared for that near day when we will be drawing up such a document for our Federal selves. In the meantime, Saskatchewan, power to your elbow!

Editorial Notes

Deputations from both the Civil Service Federation of Canada and the Associated Federal Employees of Ottawa recently waited upon the Civil Service Commission for the purpose of advocating the representation of the employees on the body which it is proposed to set up to hear the individual appeals of civil servants against classification. If the service is divided on some issues it is one on the necessity of having the rank and file share in the drawing up of the laws under which they are governed, in other words in a Whitley Council system. Reclassification has for the most part left Government employees stranded on a mud bank. The Commission may be sympathetic and willing to assist them back into the water, but unless the departmental boards that are to hear the appeals include representatives elected by the employees the individual problems, in some cases near-tragedies, are apt to receive but a cursory examination.

More women were recently appointed as magistrates in the west of England, which is typical of the way in which women are taking their place in the larger life of the country. All these women have been energetic workers for the public good and have been largely concerned in the betterment of social conditions in the sphere in which they work.

God Give Us Men!

*God give us men! A time like this demands
Strong minds, great hearts, true faith and ready hands,
Men whom the lust of office can not kill;
Men whom the spoils of office can not buy;
Men who possess opinion and a will;
Men who have honor, men who will not lie;
Men who can stand before a demagogue
And damn his treacherous flatterings without winking;
Tall men, sun-crowned, who live above the fog,
In public duty and in private thinking.*

—*The Civil Service Chronicle,*

LETTERS OF NOTE

ONE OF THE TWENTY-TWO

Ottawa, Oct. 18, 1920.

Editor *The Civilian*:

Recently I read with considerable interest letters by Messrs. F. E. Buck and F. W. Patterson. As I was one of the twenty-two civil servants referred to in Mr. Buck's letter, and as I am also one of the eleven who were compelled to resign owing to the discouraging conditions of life prevailing in the service, I feel compelled to add my views to those that have been so ably expressed already.

As a citizen and one who now looks from the outside, inward, my views have undergone somewhat of a change to those I held as a civil servant looking from the inside outward. I now realize that some of the best years of my life were spent in the service, years that would have enabled me to become established in business at a time when business was stable and conditions fairly normal.

Today (if we are to believe the repeated assertions of our political luminaries) business and progress are struggling to maintain themselves against Bolsheviks, Farmers, et al; and to begin in business ten years later in life under such handicaps is altogether another problem.

My education and training was such that I grew to believe in the necessity of stable government, and though a farmer, I still believe that stable government is the only road to progress and prosperity. We have learnt however in recent times that though there must still remain the station in life of employer and employee, the relations of employer and employee no longer imply the old outworn traditions of master and servant.

We have learned that the strike, the chief weapon of Labor, depends for its success upon the favorable support of public opinion. It seems to me therefore that a public servant is more fully entitled to test public opinion than the employees of any private concern in the country.

Before such a step could be taken however, it should be clearly realized that if the public is to be called upon to give its opinion, the case of the employees should be given as full and just a hearing as that of the employer. The employee should be able to state his case in any, and if necessary, every paper in the land. He should

be permitted as free a license in refuting any assertions his employer may make, as the employer will undoubtedly do, if the employee in this case is at all mindful of past experiences.

Quite recently at a press conference, it was the proud boast of our Canadian press that it was the freest and most untrammeled press within the confines of our far-flung Empire. It would surely be a convincing test of such a boast to find our papers large and small, of Tory or Grit persuasion, willing to give a full and ungarbled statement of the conditions of their own public servants. Not only would it be enlightening, it would be educative. Such a campaign would be far removed from the humble petitioning, and urgent representations that are conceived in their thousands to always suffer *pre natal* death.

The effusions of the service, emanating as they do from and through the recognized "correct" channels within the service, are regarded by the Government much in the light that guardians of an institution for the feeble-minded would receive protests from their wards regarding the obnoxious color of grass or the unsatisfactory brilliancy of the sun.

Speaking now as a citizen, but with vivid recollections of past experiences as a civil servant, there is a phase of the salary question that my limited mental probity has failed to fathom. Certain and uncertain sums were granted to certain and yet more uncertain civil servants under the happy designation of cost-of-living bonuses. These gratuities were granted it was claimed to meet the increased cost of rent, clothing and food. I have recently learnt however that I have granted to myself in the person of my representative in Parliament, an increase of fifteen hundred dollars for sessional services. Such an increase at a time when we are told by these same representatives that the financial strain on the country is terrific, could only have been granted for the bare necessities of life, namely rent, clothing and food, and certainly not for automobiles, cigars and other incidentals. As rent, clothing and food can be bought no more cheaply by citizens, be they civil servants for twelve calendar months, than by our worthy representatives for six or seven months, it seems to my dull intellect, a case of bare justice to grant a similar amount to all civil servants.

As we have not yet reached that millennium of equity, where man's consideration for his fellow man is his first thought in life, and as we still have with us many exponents of the Feudal Law, such an assertion as the necessity for an equal consideration of all men would lead to the retort courteous that men occupied very different stations in life.

Leaving out of consideration entirely the evidence we have around us of men whose life began in low estate, but upon attaining wealth were quite capable of spending, and regarding these Feudal Barons as our sole spokesmen, surely they would have to admit that as fifteen hundred dollars is an increase of sixty per cent (granted mind you for the bare necessities of life) a pro rata increase of sixty per cent. to civil servants would be the only way of proving to the dull-witted citizen of the country at large, the necessity for their own increase in sessional indemnity, and reestablish in the minds of many of us for a time at least the integrity of their actions and a belief in the assertions that the financial status of the country is such that only cases of dire need must be considered.

In concluding this lengthy letter I must apologize for many things, chiefly its length and my own lack of probity.

ARTHUR J. LOGSDAIL,
(Formerly Assistant in Horticulture
Experimental Farm, Ottawa.)

REGARDING RETIREMENT FUND

Toronto.

Editor *The Civilian*:

This may seem a curious question at first glance, but with a little study will reveal a condition that not only demands immediate attention, but also displays the fact that the retirement fund will never accomplish its object; that is, if its object is to entice voluntary retirement from the service when the employee shall have sufficient money to his credit in the "fund" to enable him to live the balance of his life without labor.

The employee entering the service today has a great advantage over the employee who entered fifteen to twenty years ago, owing to the fact that on account of his larger remuneration he is enabled to contribute more to the Retirement Fund and will receive 5 per cent. interest, compounded half yearly, where the older employee was

receiving but 4 per cent. for so many years. Consequently in a considerable less time he is able to accumulate the same amount of money; which works out to the disadvantage of the older employee.

Take the case of the writer who at the end of thirteen and a half years has to his credit the sum of \$745.77 and compare it with a new man just entering the service, at the prevailing rates of salary. He will have to his credit more than the above sum in nine and a half years. Which means that if both the old and new employee set up a certain objective as the amount which they will require to keep them when they leave the service. The new man will not have to work nearly as many years to reach his objective as the older one will.

Now if this is really a retirement fund as it is called and not simply a savings account, it should be used as a reward for faithful service, and all things being equal, each employee should receive the same amount after the same number of years' service, and the way to accomplish this is to add a graded bonus to each individual's account, say at the end of every 5 or 10 years, so as to equalize the accounts. Surely no man can advance a sane argument to show why one person should work 5 or more years longer than another, for the same pension, when all other working conditions are equal.

It is readily admitted by the great majority in the service that the retirement fund will never take the place of a pension system, which we should always strive to obtain. But in the meantime let us better our conditions as best we can under the present system, and have our associations take it up with the Government to right this injustice.

Member Postal Clerks' Ass'n.

A GOOD SUGGESTION

118 Felstead Ave., Toronto.
October 9, 1920.

Editor *The Civilian*:

The following suggestion has occurred to me, and believing that it would serve a very useful purpose, I forward same to you for your consideration:

The Civilian to announce on page Postal Forum, a future policy such as,

"This department is now open to receive views for or against the proposed Federation which will be published. Any articles re. the Postal Service from any branch will receive full consideration. Names must accompany such contributions for publication if necessary. It is hoped that the general membership of the three Associations, D. P. C., R. M. C. and F. A.

L. C. will consider this their Forum and so give each other the benefits of exchange of opinions."

I think a page of this kind could be made very interesting. Thanking you in anticipation,

Yours fraternally,
R. A. McDONALD,
Branch No. 1, F. A. L. C.

"TURN ON THE LIGHT"

Medicine Hat, Oct. 24, 1920.

Editor *The Civilian*,

I notice that you intend to give some "Service Secrets" in *The Civilian*; in

heaven's name let us have them.

The public should know how its business is being managed. No doubt anyone who gives *The Civilian* any "Service Secrets" will be threatened (by a certain type of official) with dismissal, etc., for — well not for telling the truth, why of course not, but for being an agitator, a Bolshevik, a plotter against the Government to overthrow it by force, a Socialist, a Red, a German spy, etc.

Turn on the light, turn on the light, and keep it on.

J. H. LEWIS,
Railway Mail Clerk.

P.S.—Find enclosed \$1.00 for a trial subscription.

Why a Flexible Fare

Street railway operators occupy common ground with government officials — they are servants of the public. This relationship has one common disadvantage — the difficulty of bringing their problems to the public's attention without having to combat prejudices and traditions. Public employees and public utilities alike find it hard to make those who utilize their services recognize the position they occupy due to the unstable value of the dollar.

To grasp the problem confronting the trolley companies one must remember that up to 1914 a five-cent fare was regarded as a factor in the scheme of things as immutable as penny postage. The fare was fixed by contract at that price. Then came the war with its uprooting of existing ideas of values, when all materials, and the wages of those who produced and handled them, doubled and more than doubled in cost.

The street railways had to meet these new costs as did everyone. Many of them found their revenue at the fixed five-cent fare not sufficient to meet the increased costs of operation, but when they attempted to obtain a revision of the selling price of their commodity, transportation, they were again and again rebuffed. "Hands off the five-cent fare" was the public's answer. Even such an open-minded man as Ex-President Taft stated that the U. S. National War Labor Board, on which he served, flatly refused to consider the financial condition of public utility companies when they forced them to adopt what they considered was a proper rate of wages.

One important consequence of this peculiar situation has been that the investing public has refused to put any more money into street railway securities where the old fixed-fare contracts are still in force, as there is apparently no prospects of such an investment making any return. This has proved a great handicap to the development of the communities served by the street railways and required immediate action to re-establish the credit of the industry in the eyes of the investors. For this reason the fixed-fare contract has been described by an American public commission as a relic of a by-gone age and entirely unfitted to meet the present needs of the industry.

The Service-at-Cost Plan of operation provided an ideal solution of the problem and is elastic enough to be applied to any local conditions. It furnishes an automatic adjustment between the value of the service rendered and the price paid for it. When costs of operation go up, as they did in the war years, fares are increased. When costs of operation decline, as some predict they very shortly will, then fares drop. No matter what the profits may be the shareholders receive only the return agreed upon by contract and the balance is taken by a public commission and applied to the reduction of fares. You pay for what you get.

The plan proposed for Ottawa embodies this principle of a flexible fare, and also ensures that the present successful operation of the road, by the men who know the transportation needs of the city, will be maintained under public control.—(Advt.)

WELL WORTH READING

STAND BY THE TRADE UNION

Not in recent years has there been a time when it was so emphatically the duty of the people to stand with organized labor.

The organized workers of the United States are fighting the battles of the unorganized and therefore the inarticulate.

One of two things is going to happen in America. We shall have progress, or we shall have reaction.

The trade union movement is ever on the side of progress.

Reaction can be of two kinds. It can be the brutal, profit-hungry reaction we have known always, or it can be the wild, unreasoning reaction that is falsely called radicalism by its devotees. This is reaction because it ends in reaction. Through destruction it sets back the clock of true progress.

The American trade union movement is a movement of true progress, because it seeks progress only through constructive channels. It seeks to build up, never to tear down. It is the great safeguard against the reaction of Bourbonism and the reaction of Bolshevism.

Rest assured of this great fact: The powers of Bourbonism believe that today is their day and that tomorrow will be their day if they grasp things firmly today.

The American trade union movement is the movement of American safety. It can not be fooled; it can not be rushed into betrayal of the true interests of the people.

The American people will serve America by understanding the trade union movement and by helping to make it strong and courageous. Created in democracy, built after the pattern of democracy, it is the servant and the protector of democracy. Let America not forget that most important fact.

—Union Postal Clerk.

ALL COWARDS

We are all cowards concerning the new, and perhaps our timidity is excusable. Suppose a member of the militia became aware of pacifist tendencies in his thoughts; he would be obliged to conceal them or resign in disgrace if he confessed. If a partner in a brokerage house began to doubt the morality of speculation, he could not denounce the evil and retain his position. If a minister detected errors in the tenets of his denomination he could not declare his doubts from the pulpit and continue in charge of that congregation.

Doubters may be wrong, but if they are so unfortunate as to be obsessed with an unpopular idea, what are they to do? What shall we do when we are convinced that a new concept, anathema to the majority, is a truth of great import in spiritual evolution? Shall we say, "You can't hurry these things; all will come right in time?" Or shall we endeavor to influence public opinion by argument and example in order to establish the validity and practicability of our new inspiration?

The best way, the moral way, the courageous way, is to speak the truth that is in us and take the consequences. It is easy to advise others to express their views frankly, come what may, but economic conditions constitute a serious difficulty. Families may become destitute; dear friends may be offended. Many extenuating circumstances excuse the evasion that is so generally practiced.

—The Arbitrator.

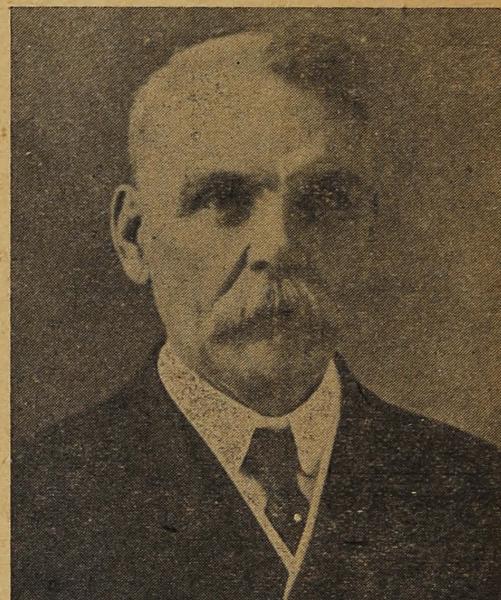
THE SOCIAL STATUS

In these days of reforming the world and society, there is imperative need of real intelligence with regard to conditions and issues of sane judgment and a calm spirit. Hysterical leaders and hysterical methods are doomed to failure. The tragedy is, such leaders and methods are capable of doing a great deal of harm while they are running amuck. They all know the ever-increasing strength of the agricultural and labor forces of our country, and for that matter of the Empire. Whether they will make any lasting contribution to the betterment of the country and of governments will depend on their leadership, their ideals, and their policies. Self-centred policies that just think of a class are doomed to failure.

One of the erroneous attempts of radical Socialism today is to abolish all social gradations and reduce, if possible, all society to a uniform mass; to run the steamroller of Bolshevism over all classes and reduce them to one level. Such a policy can never succeed, and is bound to leave sorrow and failure in its train. It is fundamentally wrong. "By sovereign law society resolves itself into separate and graduated groups", says W. L. Watkinson, "and no attempts to annul that law have succeeded, or are likely to succeed, for mainly the distinctions of society are, first, the distinctions of nature." These distinctions are due largely to the irregularities of personality. We are not all made in

BANQUET TO PRESIDENT T. G. MATHISON

A banquet in honor of the visit of Mr. T. G. Mathison, of Toronto, president of the Dominion Public Works Federation of Canada, was held recently in Postal Station "A", Montreal, by the employees of the Dominion Public Works Association of Montreal. Seated with the president at the head table were Mr. A. Morrison, honorary president of the local association and vice-president of



T. G. MATHISON

the federation; Mr. F. Rochon, president of the Montreal association, and other local officers. Mr. Mathison, who was introduced by Mr. Rochon, gave an account of the recent visit of the federation delegates to Ottawa with regard to protests filed with the federation against civil service classification, as it pertains to the men of the Public Works Department. He also gave some advice respecting the department, and emphasized the necessity for loyalty. After addresses had also been given by Mr. Morrison and Mr. Rochon, the latter presented Mr. Mathison with a cut glass set and tray on behalf of the members of the Montreal association.

the same social status. In all the realms of nature we have variation in creatures and things. The Book is right: "There is one glory of the sun, another glory of the moon, and another glory of the stars; for one star differeth from another star in glory." And all this is due to the sovereign law of God. The law holds good in human life. How else could we account for a Shakespeare, a Moses, a Turner, a Lincoln, or a Lloyd George. Most of these were born in the poorest homes. They were under-privileged in youth, and yet have astonished the world with their genius. God gives to some ten talents, to others five and two, and no organization has a right to curb those talents which are the gift of Nature's God.

One of the sad facts of life even now is that all men are not in the places where they ought to be, or where God intended them to be. Errors and accidents may be responsible in some cases for this, but in many cases it is due to the selfish interests of men who have crushed the creative instincts in their fellowmen. It is true, however, that every man has a place in life for which he is better fitted than anything else. It is his duty, with the aid of his fellowmen, to find it. The state owes it to its citizens to give them equality of opportunity, and to see that social, political and economic justice is granted them. Education is of untold value in aiding men and women to find their true sphere. The state, therefore, should give ever-increasing attention to the education of its youth. Ruskin once said: "Education is not the equalizer but the discerner of men." If our youth will apply themselves to the obtaining of an education, they are more apt to discover their true task in life.

It is also folly to assume that one social status would bring happiness and prosperity to mankind. There would be just as much discontent as we find now, for truest happiness is not dependent on the amount of wealth we possess, but on the moral qualities that are ours. Often the wealthy and the favored live in wretchedness because they live selfishly, and ignore the great truth that "no man liveth unto himself." Christ once called a man a fool, not because he had big crops and built bigger barns, but because he thought only of these things, and cared not for the soul or the needs of others. Riches and fame alone will not lead us into a deep content. The happiness of the rich is to be found at the same source as the happiness of the poor; in faithful, self-sacrificing service, and following out the laws of Christ in the obtaining of wealth, and the Christian principles of stewardship in the disposition of the same.

While the world must have its "hewers of wood and drawers of water", and such occupations are most honorable and essential, and are often carried out by men of highest moral qualities — yet it is not in accord with the will of God that poverty and slums should exist. Most of our poverty comes from covetousness, dissipation or man's inhumanity to man. All are agreed that the gulf between the extreme rich and the extreme poor is all too great, and all classes of society ought to honestly and persistently seek to lessen the gulf. Let us not forget, however, that some of our most contented and happy homes, some of our most reliable and valued citizens, come from the humbler strata of social life, finding their true satisfaction in a faith in Good and in spiritual qualities rather than in external conditions.

—*Calgary Daily Herald.*

WILL HOLD EMPIRE CUSTOMS CONFERENCE IN LONDON

Ottawa, Oct. 11. — (Star Special). — Representatives of the various customs departments of Great Britain and the Overseas Dominions are to meet in conference in London in February, to work out uniformity in customs forms, oaths of valuation, appraisal systems, etc.

S. W. McMichael, chief and general inspector of the Customs Department, is mentioned as the probable Canadian delegate to the meeting.

—*Philadelphia Public Ledger.*

AUSTRALIAN CIVIL SERVANTS STRIKE

Perth, West Australia. — Western Australia has set a new fashion in strikes. Its civil servants demanded increases in wages, and not being satisfied with the government response, came out on strike, tying up the public offices and stopping the machinery of the government to a large extent.

The Premier's statement that an appeal board would overcome difficulties was met with the statement that its operation would be too slow. As the Public Service Commissioner had been at work dealing with the classification of public servants with salaries up to £250 a year, and as the Ministry had already taken steps to assist those in receipt of salaries up to £324, the government determined to refuse to yield to the strikers. Efforts to end the deadlock were not successful.

In the other states the public servants have also been agitating for better conditions and higher wages, with a large measure of success. Support is being sent by

public servants in Queensland, New South Wales and elsewhere to the West Australian strikers.

—*Christian Science Monitor.*

TRADE UNIONS FAVOR CO-OPERATIVE MOVEMENTS

Steps have been taken by the United Farmers' Co-operative Company to establish a co-operative distributive store at Toronto in conjunction with the labor organizations. At a public meeting recently held in the Labor Temple a joint co-operative committee was appointed composed of representatives of the Toronto District Labor Council, the Independent Labor Party, the Grand Army of United Veterans and the Canadian Federation of Labor. The company have agreed to open a co-operative general store, providing the joint committee sell one thousand or more United Farmers of Ontario associated stock certificates at \$10 each.

Under the auspices of the Trades and Labor Council of Windsor, Ont., a joint stock co-operative store, with 200 stockholders, has recently been opened in that city.

According to the British *Labor Gazette*, the closer connection of the trade unions in Great Britain with the co-operative movement is marked by the decision of the National Union of General Workers, at their conference in May, to transfer all union funds from ordinary banks to the Co-operative Wholesale Bank. A similar decision was made by the National Union of Clerks.

The Scottish Mine Workers' conference decided on a joint meeting with the Scottish Wholesale Society for the purpose of establishing facilities for banking. The Railway Clerks' Association decided that, as far as possible, investment funds should be placed on deposit with the Co-operative Wholesale Society, but the executive opposed, on practical grounds, a resolution advocating that the whole of their banking business should be transferred to the Co-operative Wholesale Bank.

—*The Labor Gazette.*

THE NECESSARY READJUSTMENT

To give labor full freedom; to make wages what they ought to be, the full earnings of labor; to secure work for all, and leisure for all, and abundance for all; to enable all to enjoy the advantages and blessings of an advancing civilization — we must break down all monopolies and destroy all special privileges.

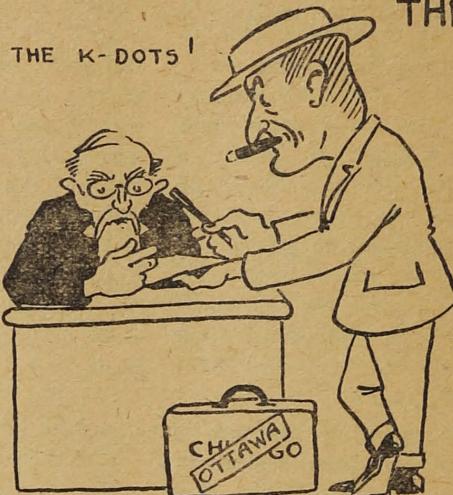
HENRY GEORGE.

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1.

THE CONTRACT

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2.

IN ACTION

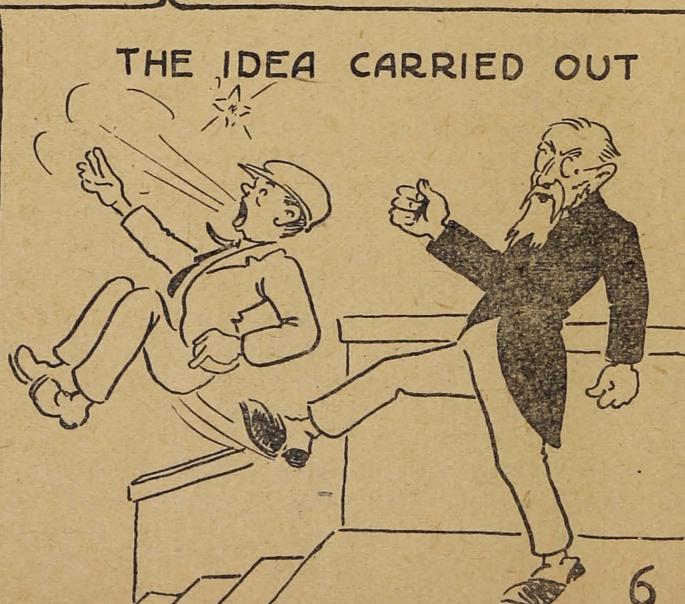
3

MORE ACTION

4

IDEAOWL
.20

5

THE IDEA CARRIED OUT

6

REWARD!!

7

Newsy
Personal
Notes

What
We all are
Doing

Mainly About People

"GOING UP"

The membership roll of the Civil Service Mutual Benefit Society is still on the elevator, the motive power for which is furnished by a little better understanding among Ottawa civil servants of the benefits offered by this organization. A long list of applicants for membership are awaiting decisions of the board and as fast as they are disposed of others come in. The membership at the end of this year will be far in excess of that at any previous period in the society's history, while the death claims paid during the first nine months of the year were only one-third as many as were paid in the corresponding period of last year. The propaganda committee of the society is regulating its publicity work by the capacity of the Applications Board in passing applications, but any civil servant who desires information or a form of application can obtain the same from the secretary, W. J. Lynch, I.S.O., of the Patent Office or from any departmental representative.

MORE RESIGNATIONS FROM THE SERVICE

The department of Agriculture has lost two more of its technical staff through the resignation on October 1st of Mr. J. R. Dymond, M.A., and Mr. E. D. Eddy, B.S. A. After eight years' service with the department, Mr. Dymond has accepted a position on the biology staff of the Toronto University.

Mr. Eddy has been on the staff of the department over thirteen years and since 1908 has been at Ottawa in the capacity of chief seed inspector, having direct charge of the administration of the law and regulations governing the inspection and sale of seed in Canada. In this work he has been in close touch with the seed situation and has had ample opportunity to observe the need of improved methods of cleaning and grading small seeds and grain to remove weed seeds and other foreign material. After extensive experiments at his own home Mr. Eddy has developed and secured a basic patent on a new process of seed separation based on specific gravity which promises to revolutionize seed cleaning operations. The lower seed grades of clover and timothy may now be cleaned

up to No. 1 and even Extra No. 1, and weed seeds can be removed from rejected lots which have been unfit for use as seed and practically unmarketable. Mr. Eddy has removed to Toronto, where he is engaged in developing the new seed separation process and putting it on a commercial basis.

They were both very capable and popular officials and will be greatly missed by their branch associates. On the eve of their departure, Mr. Eddy was presented with a quartered-oak office desk and Mr. Dymond with an afternoon tea set and tray.

PERSONAL

On the eve of his silver wedding anniversary, E. S. Macphail of the Dominion Bureau of Statistics was presented with a piece of silver by the staff of the Bureau.

Marguerite, daughter of J. de L. Tache, Librarian of Parliament, was married on October 12, to Paul Sanson of Quebec.

Thomas LeBlanc of Ottawa post office was presented with a purse by his colleagues on the eve of his marriage.

On severing his connection with the Statistical Branch, Department of Customs, Douglas Dodds was the recipient of a pipe and case from his colleagues. Mr. Dodds is going to Los Angeles to live.

Alexander Johnston, deputy minister of the Department of Marine and Fisheries, has resigned and will become general manager of the British Empire Steel Corporation at a salary of \$18,000 per annum.

THE LATE JAMES MCSWEEN

James McSween, for 18 years Collector of Inland Revenue at Windsor and well-known in Leamington, passed away Saturday morning at his home on Wyandotte street, Windsor. Mr. McSween was in his 68th year and may be said to have started his career in this place by teaching at the Ridge school, resigning his position to become inland revenue officer at Windsor, receiving his appointment in 1876 under the Mackenzie administration when Wm. McGregor was Liberal member for

Essex. Mr. McSween was stationed at Petrolia for 3 years and at London 22 years. Eighteen years ago he was appointed collector of inland revenue at Windsor and after faithful service was superannuated three years ago.

In 1878 he was married to Miss Nettie Deming of this town, daughter of the late John Deming, who survives. To this happy union two daughters were born, Misses Edna and Mary who reside with their mother. Surviving also are two brothers, Wm. McSween and Hugh McSween, also one sister, Miss Belle McSween of Toronto.

J. M. COURTNEY DEAD

One of the most distinguished of ex-civil servants died on October 8 in the person of John Mortimer Courtney, formerly deputy head of the Department of Finance.

Born in England in 1838, he came to Canada and to Ottawa in 1869 and entered the Department in which he was destined to have such a brilliant career. Nine years later he was deputy minister and deputy receiver general and he continued to hold that difficult and important post until 1906, when he retired on superannuation. One of his important special assignments during that period was to the "Courtney commission" of inquiry into civil service conditions. The C.M.G., and I.S.O. conferred upon him signified his high efficiency as a public official.

Both during his active career and since his retirement Mr. Courtney had been a prominent worker in charitable causes. The Indian Famine Fund, the Canadian Association for the Prevention of Tuberculosis and the Canadian Patriotic Fund all had valued aid, from him, while he was one of those chiefly responsible for the firm establishment of the Victorian Order of Nurses, of which he was president until 1918.

OBITUARY

McMICKEN — In Winnipeg, on October 1, Albert Clifford McMicken, assistant receiver general, Department of Finance, Canada.

SHLEACO — In Ottawa, on October 11, Eva Shleaco, of the Department of Militia and Defence,



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CHOUINARD — In Ottawa, on October 7, Alexandre Chouinard, formerly of the Department of Militia and Defence, aged seventy-one years.

BARBEAU — In Ottawa, on October 10, Lillian O'Neill, of the Department of Customs and Inland Revenue, widow of the late Frederick Barbeau.

COURTNEY — In Ottawa, on October 8, John Mortimer Courtney, C.M.G., I.S.O., formerly deputy minister of Finance, in his eighty-second year.

DESMARAIS — In Ottawa, on September 4, H. Desmarais, of the Post Office, aged fifty-two years.

CORY — In Winnipeg, on September 30, Thomas Cory, aged eighty-five years, father of W. W. Cory, deputy minister of the Interior, Ottawa.

McMANUS — At Bathurst, N.B., on September 30, the widow of the late Hon. F. J. McManus, mother of C. E. McManus of the Board of Railway Commissioners staff, Ottawa.

LAMBERT — In Winnipeg, on September 4, Joseph H. Lambert, letter carrier, in his fortieth year.

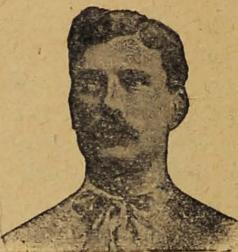
WILDE — In Ottawa, on October 21, Fred. A. Wilde of the Department of Customs, lately of the 39th Battalion, C.E.F.

CIVIL SERVANTS

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Help Others to Help You

The action contemplated by the Federal Union of Ottawa in regard to a living-condition-bonus is deserving of support because it is a praiseworthy attempt to help everybody out of the Slough of Despond. Ottawa civil servants who are eligible for membership in this youthful but wide organization should rally to its banner. Let every single member of this union determine to get one new member for No. 66 during the month of November. This will make an impression upon the Government, which has already been deeply impressed by the course of recent events as denoting a determination to get a hearing and to get attention. Let 3,000 be the aim before the end of November.

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Commission Orders and Decisions.

The following lists of appointments, promotions and transfer for the period June 19 to Sept. 4, 1920, have been furnished by the Civil Service Commission:-

APPOINTMENTS

Air Board.-L. McLeod, Atchelitz, B.C.; H. C. Craig, W. L. Groundwater, R. C. Ford, Angus, Ont.; G. M. Creil, Summerland, B.C.; A. Rabnett, Morley, Sask.; C. H. MacKinnon, Miss L. LeClere, J. L. Gordon, Ottawa.

Agriculture.-J. H. Burnett, N. J. Coleman, E. R. Corbett, W. E. Nichols, G. A. Rose, vet. insps.; H. P. Howell, B. Nesbitt, V. J. Wawanelette, T. R. MacEachern, Miss M. Law, A. J. H. Saunders, E. E. M. Smith, A. Robillard, Miss E. Cochrane, clerks; A. G. Moore, Dairy Promoter; E. G. Gordon, stock agt.; R. M. Edwards, seed analyst; L. O. Tubman, dairy insp.; T. G. Acres, clerk.

Anditor General's Branch.-E. S. Crowder, clk.

Customs and Inland Revenue.-J. C. Bradley, J. Roodman, J. A. Martin, R. H. Gollop, W. A. Chambers, A. E. Fortington, J. H. McNeil, R. L. Brooks, S. Mills, R. A. Tate, E. R. Calvert, Miss E. Bratton, H. A. Beeho, D. R. Rae, J. Francis, L. H. Montpetit, L. A. White, D. J. Kelly, J. A. Lacasse, J. McFarlane, R. Shelson, A. F. Strutt, C. Girard, J. V. Lapum, J. A. Michon, R. Lavallee, H. Lacovin, K. R. McAdam, M. R. Moffatt, clerks; R. Bradwell, H. Lalonde, H. L. Taylor, S. S. Wain, D. G. H. Rawlings, cus, examiners; D. W. Grove, asst. guager; J. Martin, patrol off.; J. C. Goyette, packer and helper; W. J. Kirkpatrick, J. Vechaler, warehouse locker; E. T. Ord, sub-collector.

Civil Service Commission.-Miss A. H. Paterson, Miss M. A. Carey, clerks; Miss A. Bennett, sten.; Misses H. Flynn, E. E. Gabel, clk. sten.

External Affairs.-B. L. Joss, clk. sten.

Finance.-Miss A. Loney, clk.; G. W. Patterson, H. E. Brown (Tor.) A. G. Hamilton, clks.

Honorary Advisory Council Scientific and Industrial Research.-I. G. Dawson, typist.

Health.-J. McEachran, food insp.; G. MacDonald, P. Cloutier, clks.; H. Cloutier, typist.

Interior.-Miss D. Marsolais, Miss M. Moreland, Miss E. Tierney, Miss E. A. Dixon, J. W. K. Locke, clks.; J. Dew-

berry, park warden; J. W. Weyman, A. I. Abbott, forest rangers; F. E. Kelley, F. A. Smith, asst. rangers; A. H. Miller, gravity specialist; G. C. West, Eng. clk.

Indian Affairs.-E. McBride, clk.; A. B. Greenwood, med. supt.; M. Christianson, insp. Indian agencies; H. Sutherland, cons. Indian Res.; H. A. Whaley, farm insp.

Immigration and Colonization.-R. Snelson, insp.

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PROMOTIONS

Agriculture.-G. W. Muir to animal husbandman; J. F. Singleton to chief markets div.; A. E. Watson to chief animal pathologist, Ottawa; M. C. Baker, to dist. vet. insp.; S. F. McGrath to farm foreman, Exper. Sta. Kapuskasing; F. H. Reed to supt. of Exper. Sta. Lacombe; M. P. Pike assistant to Supt. Exper. Sta. Kentville.

Customs and Inland Revenues - W. E. Perrin, Mrs. A. V. Lyon, A. E. Veit, C. E. Wood, to principal clk.; Miss M. H. Beard, R. G. Evans to principal file clk.; T. J. Davis to Exciseman bookkeeper; J. P. Kelso to exciseman bookkeeper; T. Westman to Dist. insp. of Inl. Rev.; B. Robert-

son to record clk.; O. Pape to manifest clk.; G. Fitzgerald to warehouse clk.; A. S. MacKay to warehouse record clk.; J. C. Miller to exciseman; J. D. Paterson to asst. Cus. appraiser; F. W. Dunn to sen. manifest clk.; D. Dewar to chief Cus. Clk.; T. Logan to Cus. acct. clk.; H. G. Roche to sen. acct. clk.; J. R. A. Senecal to asst. Cus. appraiser; N. Chasse to jun. dept. solicitor; W. C. Acker to coll. of Cus.

House of Commons:—J. M. E. Bernard to Parliamentary translator, Hansard staff.

Interior:—J. Y. Surrey to forest ranger;

W. C. Bethune to sen. clk. sten.

Marine.—A. Gordon to lightkeeper.

Mines.—J. J. McGee to sen. clk. bookkeeper; Mrs. F. E. Forsey to dept. librarian; Miss L. K. McEvoy to acct. clk.

Pension Commissioners.—J. E. McMullen, G. F. Toone to principal clk.; J. T. Gibaut to head clk.; B. C. Whitaker to pension visitor; Miss E. M. Mauder to sen. clk. sten.

Post Office.—C. W. Heisler to Postmaster; M. E. Prendergast to postal clerk;

A. S. Lutes, W. D. LeBlanc to postal clks.; J. A. Pinard to Ry. Ml. clk.

TRANSFERS

D. R. Bone, vet. insp. Agric. Dept. from Montreal to Toronto; G. T. Labelle, vet. insp. from Toronto to Montreal; S. J. Sigfusson, assistant to supt., Experimental, from Scott, Sask. to Brandon.

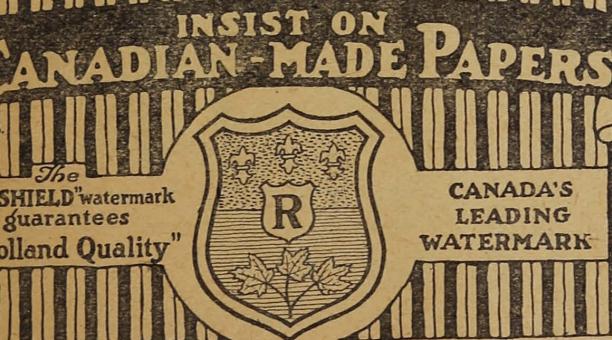
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C. P. Wetmore from Cus. examiner to Cus. express and postal clk.; L. Fisher, Cus. examiner from Sprague to Bridgeburg; J. H. H. Langevin from exciseman Granby to exciseman Enforcement off., Ottawa.

The following have been transferred from the Ottawa Dist. Staff to the Administrative Brch.:—Inl. Rev. Service.—F. Denison, V. Labelle, J. H. L. Boudreault, E. Roy, A. Corbeil, A. Ruel.

J. E. Ostrander from Indian agt., Macleod, Alta., to Farming instructor, Hobnema Agency.

O. E. Burningham from Windsor to Montreal (Dept. Imm. and Col.)

Miss M. A. Weatherhead from Duck Mountain Rest. to Dist. insp. of Forest Res. at Kamloops, (Int. Dept.)

W. Meighen from Alberta Pen. to Dorchester Pen.

N. Cote, lightkeeper, from Greenly Island to Cap des Rosiers, P.Q.; G. J. Morgan, hatchery asst., from Gerrard to New Westminster.

A. J. Duchesnay from Dist. pension agt., Que. to sen. clk., Montreal.

G. W. Anderson, letter carrier, from Calgary to Toronto; C. T. H. Bishop, letter carrier, from Toronto to Calgary; C. W. Vivian, (L.C.) from Hamilton to Saskatoon; T. G. Upton (L.C.) from Saskatoon to Hamilton; R. H. Mayne (P.C.) from Toronto to Ottawa; W. H. Pooler (P.C.) from Toronto to Edmonton; R. Evans (P.C.) from Edmonton to Toronto; V. P. Hawgood from postal clk. Edmonton to ry. ml. clk.; E. Currier from ry. ml. clk., Calgary to postal clk., Edmonton; W. F. Smyth from ry. ml. clk., to postal clk., Winnipeg; J. Neilson from postal clk. to ry. ml. clk., Winnipeg; J. McKenna from porter Winn. P. O. to Transfer agt.; A. H. Parrett, ry. ml. clk. from Toronto to Calgary to Toronto.

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